POS	onmental Protection Agency ITION DESCRIPTION COVERSHEET		1. DUTY LOCAT Washingto		2. POSITION NUMBER EPSL19003					
3. CLASSIFICATIO	N ACTION: a. Reference of Series and Date of	Standards Used to	Classify this Position							
	b. Tit	le		c. Pay Plan	d. Series	e. Grade	f. CLC			
Official Allocation	Senior Advisor for Food Lo	ss and Was	ste	SL	0340	00				
4. Supervisor's Recommendation	Senior Advisor for Food Waste			SL	0340	00				
5. ORGANIZATION Senior Advisor for F	AL TITLE OF POSITION (if any) ood Waste		6. NAME OF EMPLOYEE Shannon Kenny							
7. ORGANIZATIO	N (Give complete organizational breakdov	vn)	e.							
a. U.S. ENVIRON	MENTAL PROTECTION AGENCY		f.							
b. Office of Re	search and Development		g.							
c.			h. Employing Office Location Washington, DC							
d.			i. Organization Co	de NOC	000000					
8. SUPERVISORY STATUS										
 □ [2] Supervisor or Manager. Position requires the exercise of supervisory or managerial responsibilities that meet, at least, the minimum requirements for application of the General Schedule Supervisory Guide (GSSG) or similar standards for minimum supervisory responsibility specified in other position classification standards. □ [4] Supervisor. Position meets the definition of Supervisor in 5.U.S.C. 7103(a)(10), but does not meet the minimum requirements for application of the GSSG. □ [5] Management Official. Position meets the definition of Management Official in 5.U.S.C. 7103(a)(11), but does not meet the GSSG definition of Supervisor/Manager or the definition of Supervisor in 5.U.S.C. 7103(a)(10). □ [6] Lead Position leads a team performing one-grade interval work and meets the minimum requirements for application of Part 1 of the Work Leader Grade Evaluation Guide (WLGEG) or is under a wage system and meets similar minimum requirements as specified by those job standards or other directives of the applicable pay system. □ [7] Team Leader. Position leads a team performing two-grade interval work and meets the minimum requirements for application of Part II of the 										
WLGEG. [8] All Other Po	ositions. Position does not meet any of the	above definitions	. This is a non-super	rvisor/non-manaį	gerial position.					
relationships and that t	CERTIFICATION I certify that this is ar he position is necessary to carry out government ed for statutory purposes relating to appointment menting regulations.	al functions for whi	ch I am responsible. T	he certification is n	nade with the kn	owledge that the	is			
1 .	d Title of Immediate Supervisor		d. Typed Name a	nd Title of Secon	nd-Level Supe	rvisor				
	avaleta, Principal DAA for Science,	ORD								
b. Signature	Edn- Zare Lya		e. Signature			f. Dat	:e			
standards published by	ASSIFICATION CERTIFICATION: I control the U.S. Office of Personnel Management or, if	ertify that this positi no published stand	on has been classified/ ards apply directly, con	graded as required sistently with the n	by Title 5, U.S. onost applicable p	Code, in confortublished standa	mance with irds.			
a., Promotion Pote This position has	no promotion potential	develops as plant potential to grade	ned and employee pro	ogresses satisfact	torily, this posi	tion has know	'n			
b. PSB Risk Design (b) Low (6) Moderate High Security Clearance (b) (6)		d. "Identical, A Allocation This ☐ may be IA ed May not be IA	dditional" (IA) position	e. FLSA Deter NONEXEM (*check exempt) Administrati Professional	PT 🛚 EXEMI ion category) ive	Class Code				
Unit Code	. Check, if applicable: I Medical Monitoring Required I Extramural Resources Management Dutie	s (% of time	i. Classifier's	Signature	0	j. Da	te			
8888 🗆	This position is subject to random drug te		Darba	e. C. Do	ingle	4/1	2/19			
11. REMARKS	11. REMARKS									

Senior Advisor on Food Loss and Waste

SL-0340-00

I. <u>INTRODUCTION</u>

The Office of Research and Development (ORD) functions as the principal scientific component of the Environmental Protection Agency (EPA). EPA is a public health agency with a mission to protect human health and the environment using the best available science. As the scientific research arm of EPA, ORD's leading edge research and development helps provide a solid underpinning of science and technology for the Agency. ORD assesses the effects of environmental pollutants on human health and in ecological systems and conducts research to improve the scientific understanding required to support regulatory, ecological, and community decisions about public health and the environment.

This position is located in the Immediate Office of the Assistant Administrator (IOAA) in the Office of Research and Development. The IOAA is responsible for science leadership and organizational and management direction for ORD; serves as the liaison to other government agencies for environmental science; provides scientific input in the development of Agency policy, standards, and regulations; and provides for dissemination of scientific and technical knowledge across the risk assessment/risk management paradigm.

There are technological and behavioral issues that need to be overcome to reduce the amount of wasted food in the United States. Over one-third of the food produced in the U.S. is never eaten, wasting the energy and water used to produce it. Wasted food also fills landfills, increases emissions from landfills, and stresses water treatment plants. Food loss and waste occurs throughout the supply chain, involving a wide variety of actors (from farmers to distributors to consumers). Crafting practical, effective solutions will require an in-depth understanding of the drivers of food loss and waste, a better understanding of the behavioral issues in managing food waste, and the need to collaborate within the Agency and with external stakeholders.

II. MAJOR DUTIES AND RESPONSIBILITIES

1. The incumbent serves as the senior advisor to the ORD Assistant Administrator and the Deputy Assistant Administrators (DAAs) on food loss and waste and other related environmental issues. The incumbent provides vision, guidance, and expertise to the ORD AA, to ORD's Sustainable and Healthy Communities Research Program, and other senior leaders in this area. The recommendations presented by the incumbent may inform high-level policy and management decisions.

- 2. The incumbent analyzes the U.S. food system (i.e., how food is harvested, distributed, marketed, sold, stored, used, and disposed of) to understand the drivers of food loss and waste and identify levers that may effectively minimize the impacts of food waste. Levers may include changes in human and corporate behaviors, practices, and technologies at any point along the supply chain, from farms to consumers.
- In conjunction with the Sustainable and Healthy Communities Research Program, the
 incumbent identifies and recommends areas where research and development would
 be most valuable in informing policy decisions and assisting in the direct mitigation
 of food loss and waste.
- 4. The incumbent represents ORD and the Agency in a variety of settings. The incumbent cultivates senior-level partnerships with other federal agencies, non-profit organizations, and private sector companies on high-level food policy discussions. The incumbent develops formal collaborative relationships with a wide a variety of organizations to advance cooperative initiatives related to food waste and food policy. The incumbent also uses his/her relationships in ORD, EPA, and those external to the Agency to obtain support for managing food waste. The incumbent monitors the use of ORD's resources for food waste projects and advises the ORD AA on setting priorities.
- 5. The incumbent represents ORD in high level policy discussions that center on issues related to food waste and food policy. The incumbent also represents ORD at meetings and conferences, as well as on task forces, as a senior advisor on issues related to food waste.
- 6. The incumbent works with the Agency Program offices, especially the Office of Land and Emergency Management (OLEM); Federal, State, and local governments; non-profit organizations; and associations to identify and develop tools, reports, workshops, meetings, communications, and other tangible outcomes to leverage resources and advance the mutually shared mission of reducing food waste in the US.

III. SUPERVISION RECEIVED

The Senior Advisor for Food Loss and Waste reports to the DAA for Science and receives only broad direction and general guidance as to goals, requirements, and policy. The incumbent works closely with the National Program Director for Sustainable and Healthy Communities in setting and implementing food waste research and mitigation opportunities. The nature of the supervisory relationship is characterized by a high degree of confidence in the reliance on the incumbent's productivity, competence, and judgement. Within this framework, the incumbent is delegated complete authority for the directions, management, and implementation of assigned programs or activities. The incumbent is recognized as a leader in food waste and food policy and exercises independent initiative in accomplishing objectives, projects, and assignments.

OF69 - Rev 9/79 Office of Personnel Management FPM Chapter 334 SFA Version (05-97) HQ-611.17-18N

ASSIGNMENT AGREEMENT

Title IV of the

Intergovernmental Personnel Act of 1970

(5 U.S.C. 3371 - 3376)

This	TRUCTIONS	
This agreement constitutes the written record of the obligations and responsibilities of the parties to a temporary assignment arranged under the provisions of the Intergovernmental Personnel Act of 1970.	Within 15 days of the effe two copies of this form mu	sonnel Mobility Division Bidl Personnel Programs
The term "State or local government," when appearing this form, also refers to an institution of higher education, an Indian tribal government, and any other eligible organization.	Washington, DC 20044 on Procedural questions on con (agreement form or on other mobility program chould be (program coordinaters in eac	aspects relating to the addressed to either mobility to Federal agency on to be.
Depies of the completes and signed agreement should be retained by each signatory.	staff in the Intergovernmen Division in Office of Perso office.	tel Personnel Programs
PART 1-NATURE OF THE ASSIGNMENT AGREEMENT		
1. (X) New Agreemen	f 1 Moditi	carion []
PART 2-INFORMATION ON PARTICIPATING EMPLOYEE		Extension
 Name (Last, First, Middle) 		
Kenny, Shannon C.		3. Social Security Number
4. Home Address (Street, City, State, Sip Code) (b) (6)	5 A. Bave you ever been o	(X) NO
	5 B. II "YES", date of ea Year) FROM:	ch assignment (Month and
PART 3-PARTIES TO THE AGREEMENT		
e. Federal Agency (bist office, buteau or examinational unit which is party to the agreement)	 State of local Government governmental agency) 	. (Identify the
USEPA, Office of Administration and Resources Management	Trachtenberg School of Public Administration The George Washington Univers	
9. Is assignment being made through a faculty fellows crogram?	(x) YES	l' 1 NO
II yes, give name of program.		
Trachtenberg School of Public Policy and Public Policy and Public Policy and Public P		
The George Washington University		
ART 4-POSITION DATA		

A-Position (Currently Held	11. Office Phone No.			
. Employment Office Name and Address SEPA Meadquarters Illiam Jefferson Clinton Building 200 Pennsylvania Ave, NW ashington, DC 20460	10. Employee's Position Title Senior Advisor to the Deputy Assistant Administrator 12. Immediate Supervisor (Name and Title) John Showman, Deputy Assistant Administrat				
B-Type of Cu	rent Appointment				
13. Federal Employees (Check appropriate box.) [Career Competitive Indicates GS Leve] [X] Other (Specify) Senior Executive Service	State or Local Annual Salary	Original Date Employed by the Stale or Local Government			
C-Position to Which Employment Office Name and Address The Trachtenberg School of Public Policy and Public	16. Assignee's Position Title Federal Executive Fellow	17. Office Phone No. (202) 994- 6295			
Administration Media and Public Affairs Building B05 21* Street, NW Suite 601					
Washington, DC 20052	18. Immediate Supervisor (Rame and Title) Dr. Kathryn E. Newcomer, Director The Trachtenberg School of Public Policy and Public Administration Professor of Public Policy and Public Administration The George Washington University				

Destroy Previous Editions

C	heck Appropriate 80%		
) 0	B detail from a Federal agency	20. Period of Assignment A	Month, Dav. Year)
l o	n leave without pay from a Federal agency	FROM: 13/24/2017	TO: 12/22/2016
1 0:	detail to a Federal agency		
] Or	appointment in a Federal agency		

- 2). Indicate the reasons for this mobility assignment and discuss how the work will benefit the participating
- how the employee will be utilized at the completion of this assignment.

Shannon Kenny will conduct policy research related to emerging and persistent environmental problems and gain insights goared toward improving efficiency and effectiveness of government programs. Shannon will engage with internationally regarded faculty and high-achieving graduate students who specialize in a diverse set of public administration and policy fields, including public administration and management and public policy analysis, for which the Trachtenberg School of Public Policy and Public Administration ranks in the US News and Workd keport top 20. Shannon will also advise and teach graduate students. Shannon will report directly to the Director of the Trachtenberg School, Dr. Kathy Newcomer.

Shannon's IPA to the School serves a sound public purpose. The School is a highly respected organization with an extensive network of connections in the government, nonprofit, and private sectors. EPA will benefit from Shannon's research on environmental policy matters and by Shannon's exposure to a range of contacts and experiences that will expand her managerial Ekills, including expertise in the transfer and use of new approaches to solving governmental problems. Shannon will apply findings of her research and her homed skill sets at the Agency when she returns and she will be positioned well to help solve challenges EPA faces when she

The parties agree that in the course of her assigned IPA duties, Shannon may have the occasion to interact with other federal agencies or federal officials. She may do so consistent with 18 USC

- PART 7-POSITION DESCRIPTION 22. List the major duties and responsibilities to be performed while on the mobility assignment. Attach an accurate current description of the position being filled through the IPA assignment.
 - Research on environmental policy matters.
 - Advising and teaching graduate students.

 - Networking with other federal agencies, public policy research organizations, academics and "good government" thank tanks.

RT 8-EMPLOYEE BENEFITS	24. Special Pay Conditions (Indicate any conditions
. Rate of Basic Pay	rear rould increase the assigned employee a
·	compensation during the assignment period)
164,036	
1/20/	u/A
164 036	

25. Leave Provisions (Indicate the annual and sick leave benefits for which the issigned employee is cliaible. specify the procedures for reporting, requesting and recording such leave)

Employee's leave and benefits are to remain unaffected by this LPA. Assignee will be governed by the provisions of EPA annual and sick leave policy. Leave and times will be reported by the assignee to the host and to EPA on a biweekly basis, and with concurrence of the host that the reported hours reflect the hours worked, approved by the DAA of the Office of Administration and Resources Management, through EPA's enterprise payroll processing system (People Plus). Assignee will verify leave requests via email that are sent to both her EPA and GWU supervisors.

PART 9-FISCAL OBLIGATIONS

Identify, where appropriate, the office to which invoices and time and aftendance records should be sent:

26. Federal Agency Obligations (If paying more then 50 27. State or Local Government Agency Obligations percent of a Federal employee's salary beyond a 6-month period, specify rationale for cost-sharing decision t

USEPA will cover 100% pf the employee's salary and benefits and mobile device.

The George Washington University will supply everhead such as office space, phone, desktop computer and online access.

PART 10-CONFLICTS OF INTEREST AND EMPLOYEE CONDUCT

- Applicable Federal, State or local conflict-of-interest laws have been reviewed with the employee to assure that conflict-of-interest situations do not in advertently arise during this
- IX1 29. The employee has been notitied of laws, rules and regulations, and policies on employee conduct which apply to him/her while on this assignment. convertation with Renny on 12/0/17

PART 11-OPTIONS

- 30. Indicate coverage of "N.A." if not applicable
- A. Federal Employees Group Life Insurance
- 121 Covered
- 1] N.A.

31. State or Local Agency Benefits (Indicate all State caployed benetits that will be retained by the State of local agency employee being assigned to a Federal agency. Also isclude a Statement cortifying coverage in all State and Journ employee honefit programs that are elected by the Federal employee on leave without pay from the Federal Agency to a Stille of local Adency.)

N/A

- Federal Civil Service Retirement
- [X] Covered

- C. Federal Employee Health Benefits
- 1 1 n.A.
- Other Benefits (Indicate any other employee benefits to be made part of this agraement)

N/A

PART 12-TRAVEL AND TRANSPORTATION EXPENSES AND ALLOWANCES

33. Indicate: (1) Whether the Federal agency or State of Local agency will pay travel and transportation expenses to, from, and during the assignment as specified in Chapter 334, of the Federal Personnel Manual, and (2) which travel and relocation expenses will be included.

Assignment location is in the DC area; no relocation expenses are necessary. No travel expenses are anticipated unless employee is representing EPA at a conference or meeting outside the DC area.

PART 13-APPLICABILITY OF RULES, REGULATIONS AND POLICIES

14. Check Appropriate Boxos

See ADDENDUM TO AGREEMENT FOR SHARRON KENNY

Fagree to complete my public financial disclosure report in INTEGRITY by May 15 of the calcindar year. This report will cover the preceding calendar year, I further agree to file any necessary periodic transaction reports in INTEGRITY and understand that flori obliged to complete EPA ethics training each year. Because I am career SES, I understand that Fremain subject to the further restrictions of the Hatch Act while I am on this IPA assignment.

PART 14-CERTIFICATION OF ASSIGNED EMPLOYEE In signing this agreement, I destify that I understand the terms of this agreement and agree to the rules, regulations and policies as indicated in Part 13 above. 35. Location of Assignment (Name of Organization) 36. Date (Month, Day, Year) The Trachtenberg School of Public Policy and Public Administration From: The George Washington University Ter 12/24/2107 12/22/2018 37. Signature of Assigned Employee 38. Date of Signature (Month, Day, Year) 12-11-17. PART 15-CERTIFICATION OF APPROVING OFFICIALS

In signing this agreement, we certify that:

- the description of duties and responsibilities is current and folly and accurately describes those of the assigned employee;
- this assignment is being entered into serve a sound, mutual public purpose and not solely for the
- at the completion of the assignment, the participating employee will be returned to the position he ar she occupied at the time this agreement was entered into or a position of like seniority, status and pay.

Jalm Hewen	Typed Same and Title	Paic of Signature (Month, Day,
Agency (Mary) Guille (Mary)	40. Dr. Kathryn E. Newcomer, Director The Trachtenberg School of Public Policy and Public Administration Professor of Public Policy and Public Administration The George Washington University	12/14/1/

			143.	44.
	42.		Donna Vizian	
Federal			Principal Deputy Assistant	
Agency			Administrator	
	I WI V Univer-		Office of Administration and Resources Management	12/11/17
,	\perp \vee \prime \prime		USEPA	
/_			45/10	47.
Headquarte	x 45.		Wristen Arel	15.13.1
s Concurring	MC TO V-	10 -	IPA Coordinator	1/4
official		lway/	Office of Human Resources	

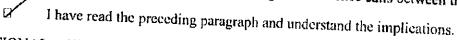
PRIVACY ACT STATEMENT

sections 3373 and 331. Assignment of Employee To or From State or Local Governments, of Title 5, U.S. Code, authorizes collection of this information. The data will be used primarily to formally document and record your temporary assignment to or from a State or local government, institution of higher education, Indian tribal government, or other eligible organization. This information may also be used as the legal basis for personnel and financial transactions, to identify you when requesting information about you, e.g., from prior lemployers, educational institutions, or law enforcement agencies, or by State, local, or Federal income taxing agencies.

Solicitation of your Social Security Number (SSN) is authorized by Executive Order 9397, which permitted use of the SSN as an identifier of individual records maintained by Federal agencies. Furnishing your SSN or any other data requested is voluntary. However, failure to provide any of the requested information may result in your being ineligible for participation in the Intergovernmental Assignment Program.

SHANNON KENNY ADDENDUM TO IPA AGREEMENT

In order to ensure that the detail of this employee does not raise any ethics concerns under 18 U.S.C. §§ 203 and 205. EPA authorizes this employee, as part of the proper discharge of his/her official duties under this Agreement, to act as the host organization's agent and to represent the host organization before any federal department, agency, court, officer, or commission with one exception: when the host organization and the federal government are involved as adversaries in any litigation, including any administrative or judicial enforcement actions. EPA does not authorize this employee to act as the host organization's agent or attorney and does not authorize this employee to represent the host organization before any of the federal entities listed above. Unauthorized representation includes the filing of declarations in court proceedings and participating in status conferences with a court, engaging in negotiations with the federal government in litigation, and participating on conference calls between the parties.



ADDITIONAL ACKNOWLEDGMENTS BY THE EPA EMPLOYEE:

- All rules and policies governing the internal operation and management of the agency to which assignment is made under this agreement will be observed by me.
- I understand that I remain a federal employee subject to the federal ethics laws and regulations. I further understand that I cannot seek employment with the gaining organization because doing so will be a financial conflict of interest.
- I have been informed that any travel and transportation expenses covered by my Federal
 agency appropriations may be recoverable as a debt due the United States, if I do not
 serve until the completion of my assignment (unless terminated earlier by either
 employer) or one year, whichever is shorter.
- Before accepting any travel-related expenses from the IPA host organization, including but not limited to airfare, hotel expenses, and per diem, I understand I must obtain EPA appropriate ethics official, unless otherwise directed in writing in advance by my ethics official.
- Any research or writing that I do under this IPA is done in my official EPA capacity. I
 will consult with EPA's Office of General Counsel in advance of any publication of work
 associated with this IPA to ensure that I comply with intellectual property and ethics
 guidelines, including use of any necessary disclaimers.
- Because my salary and benefits will be paid in part or in full with federal funds, I agree not to engage in any indirect lobbying of a member of Congress, a jurisdiction, or an official of any government in support of, or in opposition to any legislation, law, ratification, policy, or appropriation. I understand that, under certain circumstances, assisting a non-federal entity or a member of the public in their lobbying efforts (including but not limited to preparing communication materials, analyzing or drafting proposed legislation) may constitute indirect lobbying and to consult with EPA's Office of General Counsel if I have questions. I understand that if I engage in indirect lobbying that violates the Anti-Lobbying Act or appropriation act restrictions on indirect lobbying. I may be subject to civil and/or criminal penalties under the Anti-Lobbying Act and the

- I have been informed of applicable provisions should my permanent employer become subject to a reduction in force procedure.
- I agree to serve in the Civil Service upon the completion of my assignment for a period
 equal to that of my assignment. Should I fail to serve the required time, I have been
 informed that I will be liable to the United States for all expenses (except salary and
 benefits) of my assignment.
- I have been informed that my assignment may be terminated at any time at the option of the Federal Government or the State or local government.

By signing below, I acknowledge that I have read ar	nd understand the foregoing.
By signing below, I acknowledge that	12-11-17
	Date
July Showman, One Jone M	12-12-17 Date
OFFICE OF GENERAL COMBEL AHEMATE DESIGNATED AYEARY ETHICS OFFICIAL	12/13/17 DATE

Intergovernmental Personnel Act

Assignment Agreement

Between USEPA and The George Washington University

Trachtenberg School of Public Policy and Public Administration

For: Shannon C. Kenny

December 7, 2017

Donna Vizian Acting Assistant Administrator Office of Administration and Resource Management **US Environmental Protection Agency** 1200 Pennsylvania Ave, NW Washington, DC 20460

Dear Ms. Vizian,

I am pleased to request the assignment of Shannon Kenny of the U.S. Environmental Protection Agency under terms of the Intergovernmental Personnel Act (IPA). We seek Ms. Kenny's expertise to help The George Washington University (GWU) Trachtenberg School of Public Policy and Public Administration advance our research in environmental policy matters. We request that Ms. Kenny conduct research with me and other faculty in the Trachtenberg School of Public Policy and Public Administration, prepare guest lectures, and help develop courses and seminars as appropriate. During her time at GWU and upon her return to EPA, we believe that Ms. Kenny's work will promote our understanding of environmental policy, helping each of our organizations to better achieve their missions. I appreciate your consideration of Ms. Kenny's IPA assignment, and look forward to our continued partnership.

m Verrouskin Dr. Kathlyn Newcomer,

Director/

List of Officials Who Negotiated

Assignment Agreement for

Shannon C. Kenny

- 1. Donna Vizian
 Principal Deputy Assistant Administrator
 Office of Administration and Resources Management
 US Environmental Protection Agency
 1201 Constitution Ave, NW
 Washington, DC 20460
 (202) 564-4600
- Dr. Kathryn E. Newcomer, Director
 The Trachtenberg School of Public Policy and Public Administration
 The George Washington University
 Media and Public Affairs Building
 805 21st Street, NW
 Suite 601
 Washington, DC 20052
 (202) 994-6295

COST/BENEFITS JUSTIFICATION

PLEASE SPECIFY THE RATIONALE FOR THE COST-SHARING DECISION BY ANSWERING THE FOLLOWING:

1. How does the assignment support EPA's mission, or government-wide initiatives?

The Executive Order "Strengthening the Senior Executive Service" was issued to improve the recruitment, hiring and development of members of the Federal Government's Senior Executive Service. The EO recognizes that it is in the national interest to enhance the breadth and diversity of experiences among senior government executives. The EO provides that agencies should consider utilizing IPA agreements with other units of government, universities, and other eligible organizations to better understand the federal government's work and those it serves. Ms. Renny's IPA is specifically designed to benefit the EPA through research and other projects that will provide feedback and government challenges.

2. How will the assignment strengthen relations with institutions important to the overall environmental mission and "network?"

Ms. Kenny has a strong network of leaders in the federal government, business, non-governmental organizations and environmental advocacy groups. During her assignment at the Trachtenberg School of Public Policy and Public Administration, she will have the opportunity to extend and strengthen her existing network by engaging with the School's internationally regarded faculty and high-achieving graduate students who specialize in a diverse set of public administration and policy fields, including public administration and management and public policy analysis. Her engagement with the faculty and students and the feedback it will provide will strengthen EPA's ability to achieve its mission and solve the environmental challenges of the future.

- 3. List the specific products derived from this agreement that will be utilized by EPA and/or the federal government.
 - Analyses of public administration and public policy issues germane to environmental management.
 - Feedback regarding effective and emerging approaches to solving environmental policy and public administration challenges.
 - Collaborative ventures with government, non-profit and public sector organizations to expand Ms. Kenney's managerial skills and facilitate the use of new approaches to solving government problems.

What are the specific factors that will be applied in evaluating the progress of this assignment and the 4. evaluation of cost/benefits achieved?

- Development of research or work plans that will be approved by the Director of the Trachtenberg School.
- Development of lecture materials and lesson plans.
- Statements of cooperation by stakeholders and partners.
- For selected projects, approval of a project plan that includes milestones for accomplishments.
- Timeliness and effectiveness in achieving the milestones identified in
- A written annual progress report summarizing priorities and accomplishments.

EMPLOYMENT STATUS CERTIFICATION STATEMENT

OSMITICATION STATEMENT
Authorizing Official for Home Organization:
I hereby certify that Shannon Konne
permanent status pursuant to the IPA manual Chapter 1, Section 6. I further certify that he/she was not converted to a different employment authority in the past 180 days for the sole purpose of becoming an eligible participant of the IPA program Furthermore, our organization intends to return this employee to a permanent position upon completion of the IPA assignment. It is not the intent of the Program to hire the assignee to a "like" position while on temporary assignment to the Agency.
Pursuant to Chapter 1, Section 12, I further certify that all applicable Federal, State and local conflict of interest and employee conduct laws have been reviewed with this employee.
- Dha
Signature/Date Principal Deputy Assistant Administrator,
Federal IPA Assignee: OARM
Upon completion of my IPA assignment, I agree to return to my permanent position of record (or some "like" position). Should I fail to serve the required time (Chapter 2, Section 8), I have been informed that I may be liable to the federal government for all expenses incurred (excluding salary and benefits).
Signature/Date Senior Advisor to the Deputy Assistant Administrator, OARM
Non-Federal IPA Assignce:
If I fail to complete my assignment (Chapter 2, Section 8), and/or fail to return to my previous employer for the required time, I may be liable for all expenses incurred (excluding salary and benefits).

Title

Signature/Date

Prohibition of Use of Federal Funds

31 U.S.C. § 1352. Limitation on use of appropriated funds to influence certain Federal contracting and financial transactions.

- (A) (1) None of the funds appropriated by any Act may be expended by the recipient of a Federal contract, grant, loan, or cooperative agreement to pay any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with any Federal action described in paragraph (2) of this subsection.
- (2) The prohibition in paragraph (1) of this subsection applies with respect to the following Federal actions:
 - (A) The awarding of any Federal contract.
 - (B) The making of any Federal grant.
 - (C) The making of any Federal loan.
 - (D) The entering into of any cooperative agreement.
 - (E) The extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperation agreement.

I have read the Section 1352 and agree that it applies. I agree to comply with it and recognize that any noncompliance on my part could serve as a basis for terminating the IPA assignment. In accordance with that, I have signed below to signify my agreement. I also acknowledge that I have signed voluntarily and free of any coercion or duress.

Assignce Signature	12-11-17 Date
Home Organization Signature	12 11 [7] Date
White Organization Signature	12/14/17 Date

Automated Standard Form 52 U.S. Office of Personnel Management FPM Supp. 296-33, Subch. 3

REQUEST FOR PERSONNEL ACTION

		ng Office (Also	comp	lete Part B, I	tems 1,	7-22, 3	32, 33, 36	and	39.)									
1. Action Red Detail to IF	A Assign												2. Request Number 18-OARM-11					
Kimberly L	. Wheele	the state of the s							(2	02) 56	64-18	77	4. Proposed Effective Date 12-24-17					
	man, Acting	Typed Name, Title, Deputy Assistar	nt Admir	nistrator	Date)		6. Action Donna J	Autho	orized E p, Princ	By (Type cipal De	d Name eputy A	e, <i>title, s</i> Assistan	ignati nt Adm	ire, and ninistrate	Concurre or	nce Date		
DADTR	1000	aration of SF		-/11/17	EDM	Cumil	20			200	100 100		12	[11]	1,5			
1. Name (Lgt Kenny		ldle)	nnon	e only codes l	IN FFIVE	Suppi	2. Social					of Birth		-year o				
FIRST AC	TION		IIIIOII				SECO	ND A	CTI	ON								
5-A. Code	A 100 DATE OF THE PARTY OF THE	re of Action					6-A. Cod		DESCRIPTIONS OF THE PERSONS	Nature o	of Actio	n						
5-C. Code	5-D. Legal	l Authority					6-C. Cod	e	6-D.	Legal A	uthority	y						
5-E. Code	5-F. Legal	Authority					6-E. Cod	e	6F. L	egal Au	thority							
7. FROM: Senior Advis		itle and Number					15. TO: Federal					ber						
- Anna Committee of the	cc Code 10. 6	Grade or Level 11. Step o	r Rate	12. Total Salary	13. Pay	Basis	16. Pay Plan	17. Oc	c Code	18, Grade	or Level	19. Step o	or Rate	20. Total S	Salary/Award	21. Pay Basis		
12A. Basic Pay		B. Locality Adj	12C. Adj.	Basic Pay 12	D. Other Pay		20A. Basic Pay			20	0B. Locality	Adj 2	20C. Adj. l	Basic Pay	20D.	Other Pay		
14. Name and Location of Position's Organization H0000000, Office of Administration and Resources Management, Immediate Office Washington, DC U.S.A.				,	22. Name and Location of Position's Organization Trachtenberg School of Public Policy and Public Administration, George Washington University, Media Public Affairs Building 805 21st Street NW, Suite 601 Washington, DC 20052													
EMPLOY 23. Veterans P		4					24. Tenur	e				25. Ag	ency I	lco	26 Veterans	Preference for RIF		
1-	None 5-Point	3 - 10-Poir 4 - 10-Poir			int/Other int/Compensal:	ble/30%		0 - None 1 - Perm		2 - Condit 3 - Indefir		23. Ag		30	YI			
27. FEGLI							28. Annui	itant In	dicator						29. Pay R	ate Determinant		
30. Retirement	t Plan			31. Service Con	np. Date (L	Leave)	32. Work	Sched	ule						33. Part-	Fime Hours Per Biweekly		
POSITION	DATA															Pay Period		
	ccupied Competitive Se Excepted Service			35. FLSA Cates	mpt		36. Appro	priatio	on Code	•					37. Barga	nining Unit Status		
38. Duty Statio	on Code			39. Duty Station Washington	1 (City - Co			erseas	Location	on)								
40. AGENCY	DATA	41.		42.		43.			44.									
45. EDUCATION	AL LEVEL	46.YR.DEGREE ATTA	AINED	47. Academic D	Discipline	48.FUN	ICTIONAL CI	ASS	49. CI	TIZENS 1-USA			50. Vieti	nam Era Ve	et 51. SU	PERVISORY STATUS		
		and Approvals																
1. Office/F	unction	Initial	s/Signat	ture	Dat	e	D.	fice/Fu	ınction			Initi	als/Sig	gnature		Date		
							E.											
В.							F.											
C.																		
2. Approval: the propose	I certify that d action is in	the information en compliance with s	tered on tatutory	this form is accu and regulatory r	rate and the	nat ts.	Signature									Approval Date		

(Note to Supervisor	rs: Do you know of additional or conflicting reasons for the If "YES", please state these facts on a separate sheet and	employee's resign	ation/retirement?	YES	⊠ NO
	, , , , , , , , , , , , , , , , , , , ,	rattaen to Sr 32.)			
PART E - Emi	ployee Resignation/Retirement				
	Deta	vacy Act Statemer	nt		
forwarding address.	o furnish a specific reason for your resignation or retiremen Your reason may be considered in any future decision rest in the Federal service and may also be used to determine ployment compensation benefits. Your forwarding address hail you copies of any documents you should have or any ich you are entitled.	garding record	with regard to employment of individuals, while section 8506 requires agencies ation of Federal Service to the Secretation with administration of unemployme	ils in the Federa to furnish the	al service and their specific reason for
eligibility for unempused primarily to m	ployment compensation benefits. Your forwarding address hail you copies of any documents you should have or any	will be connec	tion with administration of unemployme	nt compensation p	a State agency in programs.
		The fu	rnishing of this information is voluntary	; however, failure	e to provide it may
This information is 5, U.S. Code. Secti	requested under authority of sections 301, 3301, and 8506 ions 301 and 3301 authorize OPM and agencies to issue regu	of title (2) pay ula- benefit	rnishing of this information is voluntary in your not receiving: (1) your copies of or other compensation due you; and (2) is to which you may be entitled.	3) any unemployi	ment compensation
 Reasons for Resi 	gnation/Retirement (NOTE: Your reasons are used in deterr /retirement is effective at the end of the day - midnight - unle	mining possible un	employment benefits. Please be specific	and avoid genera	lizations.
	and the control of th	ess you speetly our	ci misc.)		
2. Effective Date 3	3. Your Signature	3. Date Signed	A Forwarding Address Olymbar Street	City Cont. 710	Code
2. Effective Bate	, Tour Signature	5. Date Signed	4. Forwarding Address (Number, Street	, City, State, ZIP	Code)
PART F - Rem	arks for SF 50				
IPA Assignmen	nt not to exceed 12-22-2018				
		Description of the second			

PART D - Remarks by Requesting Office

Checklist Of Documents Required

For An IPA Assignment

Document	s for all IPA's (Required)
	Letter Requesting Services of Employee(s)
	IPA Assignment Agreement Form
	Cost Benefit Justification Form
	Prohibition of Use of Federal Funds Form
/	Employment Status Certification Form
	Concurrence with OGC for Conflict-of-Interest (obtain OGC Ethics Lawyer signature in Part 10 of the Assignment Agreement Form)
	List of Officials who negotiated assignment agreement (including telephone numbers – assignee may not be listed here)
Document	ts on an "as-needed" basis
	Cost Analysis (Per Diem vs relocation)
	Supplemental Pay Form
	Miscellaneous Obligation Document (If EPA will be financially responsible for any portion of the IPA ONLY for non-federal coming into EPA)
	SF-52 (for EPA employee, include both Detail and Termination of Detail)
	Concurrence with FMD if finance or travel issues exist
	Justification for extension
Documen	ts Due at a Later Time
	Progress Report (Due from assignee within 10 workdays following the close of each fiscal year [September 30])
-	Final Assignment Evaluation (Due from the assignee's IPA supervisor and the assignee within 10 work days following the end of the assignment)

WASHINGTON, DC.

Trachtenberg School of Public Policy & Public Administration

November 14, 2018

Ms. Donna Vizian
Principal Deputy Assistant Administrator
Office of Administration and Resources Management
U.S. Environmental Protection Agency
1200 Pennsylvania Ave., NW
Washington, DC 20460

Dear Ms. Vizian,

I am pleased to request the extension of Shannon Kenny of the U.S. Environmental Protection Agency by a period of two years under the terms of the Intergovernmental Personnel Act (IPA). We seek Ms. Kenny's expertise to help The George Washington University (GWU) Trachtenberg School of Public Policy and Public Administration advance our research and instruction in environmental policy matters.

We request that Ms. Kenny continue to conduct research at GWU and advise and teach our graduate students. Shannon has been a hard-working, insightful, engaged, and approachable researcher and teacher, and an invaluable resource to our students as they transition from academic work to real-world applications of the skills and tools taught by the Trachtenberg School. A two-year extension would provide the certainty required for us to solicit external funding and work in partnership with other universities and organizations on research related to issues such as food waste – an important environmental, hunger, and food security issue – and water scarcity.

Upon her return to EPA, I believe that Ms. Kenny's deepened expertise and expanded network will help EPA better achieve its mission. I appreciate your consideration of Ms. Kenny's IPA extension and look forward to our continued partnership.

Sincerely,

Dr. Kathryn Newcomer,

Director

OF69 - Rev 9/79 Office of Personnel Management FPM Chapter 334 EPA Version (06-97)

HQ.611.18.190 ASSIGNMENT AGREEMENT

Title IV of the

Intergovernmental Personnel Act of 1970

(5 U.S.C. 3371 - 3376)

INSTRUCTIONS This agreement constitutes the written record of the Within 15 days of the effective date of the assignment, obligations and responsibilities of the parties to a two copies of this form must be sent to: temporary assignment arranged under the provisions of Faculty Fellows and Personnel Mobility Division the Intergovernmental Personnel Act of 1970. Office of Intergovernmental Personnel Programs Office of Personnel Management P.O. Box 14184 The term "State or local government," when appearing on Procedural questions on completing the assignment Washington, DC 20044 this form, also refers to an institution of higher agreement form or on other aspects relating to the education, an Indian tribal government, and any other mobility program should be addressed to either mobility eligible organization. program coordinators in each Federal agency or to the staff in the Intergovernmental Personnel Programs Copies of the completes and signed agreement should be Division in Office of Personnel Management's regional retained by each signatory. office. PART 1-NATURE OF THE ASSIGNMENT AGREEMENT 1. [] New Agreement [] Modification [x] Extension PART 2-INFORMATION ON PARTICIPATING EMPLOYEE Name (Last, First, Middle) Kenny, Shannon Social Security Number 4. Home Address (Street, City, State, Zip Code) 5. - A. Have you ever been on a mobility assignment? [x] YES [] NO 5. - B. If "YES", date of each assignment (Month and Year) FROM: 12/24/2017 TO: 12/22/2018 PART 3-PARTIES TO THE AGREEMENT 6. Federal Agency (List office, bureau or 7. State or local Government (Identify the organizational unit which is party to governmental agency) the agreement) USEPA, Office of Administration and Resources Trachtenberg School of Public Policy and Public Management Administration, the George Washington University 8. Is assignment being made through a faculty fellows [x] YES program? [] NO If yes, give name of program. Trachtenberg School of Public Policy and Public Administration The George Washington University ART 4-POSITION DATA

A-Position Currently Held

Title

10. Employee's Position

11. Office Phone No.

Employment Office Name and Address (Building,

treet, City,

State and ZIP code)		Senior Advisor to the Deputy Assistant Administrator	(202) 564 - 4600					
USEPA Headquarters		12. Immediate Supervisor (Name and Title)						
William Jefferson Clinton I 1200 Pennsylvania Ave NW Washington, DC 20460	Building	Kenneth Lapierre, Deputy Assistant Administrator for Administration and Resources Management						
	B-Type of Cur	rent Appointment						
13. Federal Employees	(Check appropriate box.)	14. State and Local Employees						
[] Career Competitive Indicates GS Level [x] Other (Specify) Senior Executive Service		State or Local Annual Salary	Original Date Employed by the State or Local Government					
	C-Position to Which	Assignment Will Be Made	B.E E.S.					
City,	Address (Building, Street,	16. Assignee's Position Title	17. Office Phone No.					
State and ZIP code)		(202) 994-6295						
The Trachtenberg School of Administration Media and Public Affairs B 805 21st Street NW Suite 60 Washington, DC 20052	uilding	18. Immediate Supervisor (Name and Title) Dr. Kathryn E. Newcomer, Director The Trachtenberg School of Public Policy and Public Administration Professor of Public Policy and Administration The George Washington University						

Destroy Previous Editions

19. Check Appropriate Box	
 [x] On detail from a Federal agency [] On leave without pay from a Federal agency [] On detail to a Federal agency [] On appointment in a Federal agency 	20. Period of Assignment (Month, Day, Year) FROM: 12/23/2018 TO: 03/08/2019

21. Indicate the reasons for this mobility assignment and discuss how the work will benefit the participating governments. In addition, indicate how the employee will be utilized at the completion of this assignment. Shannon Kenny will continue conducting policy research related to emerging and persistent environmental problems and gaining insights geared toward improving efficiency and effectiveness of government programs. Shannon will engage with internationally regarded administration and high-achieving graduate students who specialize in a diverse set of public administration and policy fields, including public administration and management and public policy analysis, for which the Trachtenberg School of Public Policy and Public Administration ranks in the US News and World Report top 20. Shannon will also continue advising and teaching graduate students. Shannon will report directly to the Director of the Trachtenberg School, Dr. Kathy Newcomer.

Shannon's IPA to the School serves a sound public purpose. The School is a highly respected organization with an extensive network of connections in the government, nonprofit, and private sectors. EPA will benefit from Shannon's research on environmental policy matters and by Shannon's exposure to a range of contacts and experiences that will expand her managerial skills, including expertise in the transfer and use of new approaches to solving governmental problems. Shannon will apply findings of her research and her honed skill sets at the Agency when she returns and she will be positioned well to help solve challenges EPA faces.

The parties agree that in the course of her assigned IPA duties, Shannon may have the occasion to interact with other federal agencies or federal officials. She may do so consistent with 18 USC 203/205.

PART 7-POSITION DESCRIPTION

22. List the major duties and responsibilities to be performed while on the mobility assignment. Attach an accurate current description of the

position being filled through the IPA assignment.

- Research on environmental policy matters.
- Advising and teaching graduate students.
- Course/seminar development.
- Networking with other federal agencies, public policy research organizations, academics and "good government" think tanks.

23. Rate of Basic Pay	24. Special Pay Conditions (Indicate any conditions that could increase the assigned employee's compensation during the assignment period)

25. Leave Provisions (Indicate the annual and sick leave benefits for which the assigned employee is eligible. Specify the procedures for reporting, requesting and recording such leave)

Employee's leave and benefits are to remain unaffected by this IPA. Assignee will be governed by the provisions of EPA annual and sick leave policy. Leave and times will be reported by the assignee to the host and to EPA on a biweekly basis, and with concurrence of the host that the reported hours reflect the hours worked, approved by the DAA for Administration and Resources Management, Office of Mission Support, through EPA's enterprise payroll processing system (People Plus). Assignee will verify leave requests via email that are sent to both her EPA land GWU supervisors.

PART 9-FISCAL OBLIGATIONS

Identify, where appropriate, the office to which invoices and time and attendance records should be sent. 26. Federal Agency Obligations (If paying more then 50 27. State or Local Government Agency Obligations

percent of a Federal employee's salary beyond a 6-month period, specify rationale for cost-sharing decision.)

USEPA will cover 100% of the employee's salary The George Washington University will supply

overhead - such as office, phone, desktop computer and online access.

PART 10-CONFLICTS OF INTEREST AND EMPLOYEE CONDUCT

- Applicable Federal, State or local conflict-of-interest laws have been reviewed with the employee to assure that conflict-of-interest situations do not in advertently arise during this
- The employee has been notified of laws, rules and regulations, and policies on employee conduct which apply to him/her while on this assignment.

N/A

PART 11-OPTIONS

- 30. Indicate coverage of "N.A." if not applicable
- A. Federal Employees Group Life Insurance
- [x] Covered [] N.A.

- 31. State or Local Agency Benefits (Indicate all State employee benefits that will be retained by the State or local agency employee being assigned to a Federal agency. Also include a statement certifying coverage in all State and local employee benefit programs that are elected by the Federal employee on leave without pay from the Federal Agency to a State or local Agency.)
- B. Federal Civil Service Retirement
- [x] Covered
- C. Federal Employee Health Benefits
- [] N.A.
- Other Benefits (Indicate any other employee benefits to be made part of this agreement)

N/A

PART 12-TRAVEL AND TRANSPORTATION EXPENSES AND ALLOWANCES

33. Indicate: (1) Whether the Federal agency or State of Local agency will pay travel and transportation expenses to, from, and during the assignment as specified in Chapter 334, of the Federal Personnel Manual, and (2) which travel and relocation expenses will be included.

Assignment location is in the DC area; no relocation expenses are necessary. No travel expenses are anticipated unless employee is representing EPA at a conference or meeting outside the DC area.

PART 13-APPLICABILITY OF RULES, REGULATIONS AND POLICIES

4. Check Appropriate Boxes

See ADDENDUM TO AGREEMENT FOR SHANNON KENNY

[] Because I am a career SES, I understand that I remain subject to the further restrictions of the Hatch Act while I am on this IPA assignment.

PART 14-CERTIFICATION OF ASSIGNED EMPLOYEE

In signing this agreement, I certify that I understand the terms of this agreement and agree to the rules, regulations and policies as indicated in Part 13 above.

35. Location of Assignment (Name of Organization)	36. Date (Month, Day, Year)			
The Trachtenberg School of Public Policy and Public Administration The George Washington University	From:	To:		
7. Signature of Assigned Employee	12/23/2018	03/09/2019		
Employee	38. Date of Signature (Month Day, Year)			

PART 15-CERTIFICATION OF APPROVING OFFICIALS

In signing this agreement, we certify that:

- the description of duties and responsibilities is current and fully and accurately describes those of the assigned employee;
- this assignment is being entered into serve a sound, mutual public purpose and not solely for the employee's benefit;
- at the completion of the assignment, the participating employee will be returned to the position he or she occupied at the time this agreement was entered into or a position of like seniority, status and pay.

State of	Signature of Authorizing Officer	Typed Name and Title	Date of Signature (Month, Day, Year)
Local Government Agency		40. Dr. Kathryn E. Newcomer, Director The Trachtenberg School of Public Policy and Public Administration Professor of Public Policy and Public Administration The George Washington University	41.
ederal gency adquarter	42. 45.	43. Donna J. Vizian Principal Deputy Assistant Administrator Office of Mission Support USEPA	44.
ncurring	Thomas Seeway	I PA COORDINATUR	12.20.18

PRIVACY ACT STATEMENT

Sections 3373 and 3374, Assignment of Employee To or From State or Local Governments, of Title 5, U.S. Code, authorizes collection of this information. The data will be used primarily to formally document and record your temporary assignment to or from a State or local government, institution of higher education, Indian tribal government, or other eligible organization. This information may also be used as the legal basis for personnel and financial transactions, to identify you when requesting information about you, e.g., from prior employers, educational institutions, or law enforcement agencies, or by State, local, or Federal income taxing agencies.

Solicitation of your Social Security Number (SSN) is authorized by Executive Order 9397, which permitted use of the SSN as an identifier of individual records maintained by Federal agencies. Furnishing your SSN or any other data requested is voluntary. However, failure to provide any of the requested information may result in your being ineligible for participation in the Intergovernmental Assignment Program.

No. 19 1 Line State Stat PART 13-APPLICABILITY OF WINE REQUIRED IN THE CIRC 34 Check Appropriate Ster . SEE LESSINGTO IN PLANTS OF SITE SHOWS IN 147; Because I am a career SES, I understand the control to the further coattlitions of the Match And while I am on this IPA assignment Service Co. PART 14-CERTIFICATION OF USSIGNED BOTTOMY. In signing this agreement I vertify that I understand the terms of this agreement and agree to the rules. realistions and recess - indicated in Part 13 above 33. Location of analysems that (- for the) gae Trachreabess to tell - Pr. 1991. ii. Tita immet. Day. Year The Groupe Washington 's mose ! 3-78 1925 -1 en Signature of these seat go year ir Date of Sconature Month. A SHA THE STATE OF を要: - 1.15/947.55*。 PART 15-CERTIFICATION OF APPROVING In signing phis egreency while - --- the tesptipation of funds who retensibles used as larmost, and survey and accurately describes those of of the beautiful and a control of the state in .over the - at the direction of the seminantial to east. If the explosive will be returned to the experience he or who excepted ut the one the manifement of this act, is a position of life serie by, scatus and Signature of Supplications offices Typec Mane and Title 100 '- goathing ******** -/ ·· State of To Katheyn E. Sewoom s. Local 19141300 Soveriment The Treathtenamic School of Public Forth and tempted Admidistration dit. "place and subl. Hashington University 40 lemma J. Vizian Podeca! FIRE DOL DEDUCY ASSISTANT hagne, 34115-9 The fire soin Support Headquarre: 113 Concursing

Samuel The Parket of the Parke

REQUEST FOR PERSONNEL ACTION

PART A - Re	equesting Office	(Also com	plete	Part B,	Items	1, 7-22,	32, 33	36, and	39.)			
IFA e tens	sion NTE 03/0	3/2019	NP								2. Re	quest Number
3. Fc in all Ir	nformation Call (Name	and Telephone	Number	1							A Dec	posed Effective Date
Yulia Kali	ikhman, 202-5	66-1534										/23/2018
Kenneth Lapi	1/	A for ARM				Donna	(·)//	ed by (Typed No.	OMS		and Conc	urrence Datel
1. Name /Last, Firs	Preparation of SF	50 (Use on	ly code	s in FPI	M Supple	ment 292	Security	ow all dates	in month-	day-yea		
Kenny, Sha	innon					L. Cocidi	occurry	vumber	3. Date o	of Birth	4. Eff	ective Date
FIRST ACTION 5-A. Code 5-B. Nature of Action					SECOND ACTION 6-A. Code 6-B. Nature of Action							
5-C. Code 5-D. Leg	gal Authority					6-C. Cod	e 6-D. Le	gal Authority				
5-E. Code 5-F. Leg	gal Authority					6-E. Code	P.G.F. Lea	gal Authority				
3 POOK 6 11							John Lug	Jai Additionty				
7. FROM: Position	Title and Number							Title and Num				
						Fede	ral E	kecutive	Fellow			
8. Pay Plan 9.Occ. Co.	de 10.Grade or Leve 11.St	ep or Rate 12.	Total Sala	ary	13,Pay Bas	sis 16. Pay Plan	17. Occ. Code	18.Grade or Lev	ve 19.Step or	Rate 20. T	otal Sala	ry/Award 21. Pay
12A. Basic Pay	12B. Locality Adj.	12C. Adj. B	asic Pay	12D. Ot	her Pay	20A, Bas	ic Pay	20B. Locality	Adj. 20	C. Adj. Ba	sic Pay	20D. Other Pay
14. Name and Local	tion of Position's Organ	ization						tion of Position'				
EMPLOYEE D	АТА					Media 805	a Publ 21st S	ninistrat ic Affai street NW	rs Buil , Suite	dina		
23. Veterans Preference 1 - None 2 - 5-Point	ance 3 - 10-Point/Disabil		- 10-Point	t/Other	able/30%	24. Tenur	0 - None	2 - Conditiona ent 3 - Indefinite	25. Agend	cy Use	26. Ve	terans Pref for RIF
27. FEGLI			10.10.1	Compens	801E/30 /8	28. Annui	and the second second	7.000				Rate Determinant
30. Retirement Plan			31. Ser	rvice Comp	Date (Leave	32. Work	Cahadula				39 B	
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POSITION DA						1 1					1	1 ay Feriod
34. Position Occupie 1 - Compet 2 - Excepte	titive Service 3 - SES	General ES Career	35. FL	SA Categ	empt	36. Appro	priation C	ode			37. Bar	gaining Unit Status
38. Duty Station Co.	de	LO Career		uty Station		ounty - State	or Overse	eas Location)				
11-0010-001			Was	hingt	on, DC							
40. Agency Data	41.	42.			43.		44.					
45, Educational Leve								zenship - USA 8 - Other	50. Vetera	ns Status	51. Sur	pervisory Status
1. Office/Function	iews and Appro	vals //vot t als/Signature	o be u	sed by	reques Date	The second second second	e.) Function		Initials/Sign	natura		Date
Α.			_			D.			mada/org	notor c		Date
3.						E.						
5.	4					F.						
	for all the state of the state	Earlie of the	0.00									
proposed action is in	fy that the information compliance with statut	entered on this ory and regula	s form is tory requi	accurate irements.	and that th	e						Approval Date

SHANNON KENNY ADDENDUM TO IPA AGREEMENT

In order to ensure that the detail of this employee does not raise any ethics concerns under 18 U.S.C. §§ 203 and 205, EPA authorizes this employee, as part of the proper discharge of his/her official duties under this Agreement, to act as the host organization's agent and to represent the host organization before any federal department, agency, court, officer, or commission with one exception: when the host organization and the federal government are involved as adversaries in any litigation, including any administrative or judicial enforcement actions, EPA does not authorize this employee to act as the host organization's agent or attorney and does not authorize this employee to represent the host organization before any of the federal entities listed above. Unauthorized representation includes the filing of declarations in court proceedings and participating in status conferences with a court, engaging in negotiations with the federal government in litigation, and participating on conference calls between the parties.



I have read the preceding paragraph and understand the implications.

ADDITIONAL ACKNOWLEDGMENTS BY THE EPA EMPLOYEE:

- All rules and policies governing the internal operation and management of the agency to which assignment is made under this agreement will be observed by me.
- I understand that I remain a federal employee subject to the federal ethics laws and regulations. I further understand that I cannot seek employment with the gaining organization because doing so will be a financial conflict of interest.
- I have been informed that any travel and transportation expenses covered by my Federal
 agency appropriations may be recoverable as a debt due the United States, if I do not
 serve until the completion of my assignment (unless terminated earlier by either
 employer) or one year, whichever is shorter.
- Before accepting any travel-related expenses from the IPA host organization, including but not limited to airfare, hotel expenses, and per diem, I understand I must obtain EPA approval pursuant to 31 U.S.C. 1353 by submitting and EPA Form 2610-3 to my appropriate ethics official, unless otherwise directed in writing in advance by my ethics official.
- Any research or writing that I do under this IPA is one in my official EPA capacity. I
 will consult with EPA's Office of General Counsel in advance of any publication of work
 associated with this IPA to ensure that I comply with intellectual property and ethics
 guidelines, including use of any necessary disclaimers.
- Because my salary and benefits will be paid in part or in full with federal funds, I agree
 not to engage in any indirect lobbying of a member of Congress, a jurisdiction, or an
 official of any government in support of, or in opposition to any legislation, law,
 ratification, policy, or appropriation. I understand that, under certain circumstances.

assisting a non-federal entity or a member of the public in their lobbying efforts (including but not limited to preparing communication materials, analyzing or drafting proposed legislation) may constitute indirect lobbying and to consult with EPA's Office of General Counsel if I have questions. I understand that if I engage in indirect lobbying that violates the Anti-Lobbying Act or appropriation act restrictions on indirect lobbying, I may be subject to civil and/or criminal penalties under the Anti-Lobbying Act and the Anti-Deficiency Act.

- I have been informed of applicable provisions should my permanent employer become subject to a reduction in force procedure.
- I agree to serve in the Civil Service upon the completion of my assignment for a period
 equal to that of my assignment. Should I fail to serve the required time. I have been
 informed that I will be liable to the United States for all expenses (except salary and
 benefits) of my assignment.
- I have been informed that my assignment may be terminated at any time at the option of the Federal Government or the State or local government.

By signing below, I acknowledge that I have read and understand the foregoing.

	12/17/18
Shannon Kenny	Date
Kenneth Lapierre, DAA for ARM, OMS	12/18/18 Date
Justina Fugh. Alternate Designated Agency Ethics Official	Date

COST/BENEFITS JUSTIFICATION

PLEASE SPECIFY THE RATIONALE FOR THE COST-SHARING DECISION BY ANSWERING THE FOLLOWING:

1. How does the assignment support EPA's mission, or government-wide initiatives?

The Executive Order "Strengthening the Senior Executive Service" was issued to improve the recruitment, hiring and development of members of the Federal Government's Senior Executive Service. The EO recognizes that it is in the national interest to enhance the breadth and diversity of experiences among senior government executives. The EO provides that agencies should consider utilizing IPA agreements with other units of government, universities, and other eligible organizations to better understand the federal government's work and those it serves. Ms. Kenny's IPA is specifically designed to benefit the EPA through research and other projects that will provide feedback and recommendations to the agency with respect to new approaches to solving government challenges.

2. How will the assignment strengthen relations with institutions important to the overall environmental mission and "network?"

Ms. Kenny has a strong network of leaders in the federal government, business, non-governmental organizations and environmental advocacy groups. During her assignment at the Trachtenberg School of Public Policy and Public Administration, she will continue extending and strengthening her existing network by engaging with the School's internationally regarded faculty and high-achieving graduate students who specialize in a diverse set of public administration and policy fields, including public administration and management and public policy analysis. Her engagement with the faculty and students and the feedback it will provide will strengthen EPA's ability to achieve its mission and solve the environmental challenges of the future.

- 3. List the specific products derived from this agreement that will be utilized by EPA and/or the federal government.
- Analyses of public administration and public policy issues germane to environmental management.
- Feedback regarding effective and emerging approaches to

EMPLOYMENT STATUS CERTIFICATION STATEMENT

Authorizing Official for Home Organization:

to a different employment authority in the eligible participant of the IPA program Fur employee to a permanent position upon conthe Program to hire the assignee to a "like" Agency. Pursuant to Chapter 1, Section 12, 1	has permanent status in tion 6. I further certify that he/she was not converted past 180 days for the sole purpose of becoming an thermore, our organization intends to return this impletion of the IPA assignment. It is not the intent of position while on temporary assignment to the further certify that all applicable Federal, State and duct laws have been reviewed with this employee.
Signature Pate	Principal Deputy Assistant Administrator. Office of Mission Support
record (or some "like" position). Should I	ment, I agree to return to my permanent position of fail to serve the required time (Chapter 2, Section 8), 1 the federal government for all expenses incurred
12/17/18 Signature/Date	Senior Advisor to DAA for ARM. Office of Mission Support
Non-Federal IPA Assignee:	
If I fail to complete my assignment of previous employer for the required time, I make salary and benefits).	(Chapter 2, Section 8), and/or fail to return to my nay be liable for all expenses incurred (excluding
N/A	
Signature/Date	Title

Prohibition of Use of Federal Funds

31 U.S.C. § 1352. Limitation on use of appropriated funds to influence certain Federal contracting and financial transactions.

- (A) (1) None of the funds appropriated by any Act may be expended by the recipient of a Federal contract, grant, loan, or cooperative agreement to pay any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with any Federal action described in paragraph (2) of this subsection.
- (2) The prohibition in paragraph (1) of this subsection applies with respect to the following Federal actions:
 - (A) The awarding of any Federal contract.
 - (B) The making of any Federal grant.
 - (C) The making of any Federal loan.
 - (D) The entering into of any cooperative agreement.
 - (E) The extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperation agreement.

I have read the Section 1352 and agree that it applies. I agree to comply with it and recognize that any noncompliance on my part could serve as a basis for terminating the IPA assignment. In accordance with that, I have signed below to signify my agreement. I also acknowledge that I have signed voluntarily and free of any coercion or duress.

Assignee Signature	Date
Home Organization Signature	Date

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List of Officials Who Negotiated

Assignment Agreement for

Shannon C. Kenny

- Donna J. Vizian
 Principal Deputy Assistant Administrator
 Office of Mission Support
 US Environmental Protection Agency
 1201 Constitution Ave NW
 Washington, DC 20460
 (202) 564-4600
- Dr. Kathryn E. Newcomer, Director
 The Trachtenberg School of Public Policy and Public Administration
 The George Washington University
 Media and Public Affairs Building
 805 21st Street NW
 Suite 601
 Washington, DC 20052
 (202) 994-6295

FPM Supp. 296–33, Sut	och, 4			-								
1. Name (Last, First				2. Social Security Number 3. Date of Birth 4. Effective Date 01/21/2018								
KENNY, SHANN				SECO	ND ACT				01/21/	2018		
FIRST ACTION 5-A. Code	5-B. Nature of Action			6-A. Coo			re of Action					
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5-C. Code	5-D. Legal Authority			6-C. Coo	ie	6-D. Lega	l Authority					
VWK	5 U.S.C. 5384			6 E C	1.	6.5.1	1.4.45.34					
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EMPLOYEE	DATA											
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47. Agency Code	48. Personnel Office ID	49. Approv		VICK	E H. TELL	IS						
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Section Sect										f Action				
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6. Employing Department or Agency 50. Signature/Authentication and Title of Approving Official EP - ENVIRONMENTAL PROTECTIO 170490233 / ELECTRONICALLY SIGNED BY:	7. Agency Code	48. Personnel Office ID		49. Approv	al Date									
EP - ENVIRONMENTAL PROTECTIO 170490233 / ELECTRONICALLY SIGNED BY:	EP00	3216		02/16/201		ACTG	DJR.	EXEC RE	SOURCE	es div. o	HR			



Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management

FPM Supp. 296-33, Sub	ch. 4													
1. Name (Last, First,	, Middle)					2. Soci	ial Secu	rity Numbe		te of Birt	h	4. Effectiv	e Date	
KENNY, SHANN	ON C.						***************************************	(b _.) (6)			02/16/	2017	
FIRST ACTIO	ON					SECO	ND A	ACTION	N .					
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5-C. Code	5-D. Legal Authority					6-C. Co	de	6-	D. Legal A	uthority				
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EP00	3216	-	02/16/20					EXEC RE		ES DIV.	OHR			



FPM Supp. 296-33, Sub	ch. 4											
1. Name (Last, First, KENNY, SHANN	•			2. Soci	al Security			e of Birt	h	4. Effective 01/09/		
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5-A. Code	5-B. Nature of Action			6-A. Coo			. Nature of	Action				
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5-C. Code VWK	5-D. Legal Authority 5 U.S.C. 5384			6-C. Coo	le	6-D). Legal Au	ıthority				
5-E. Code	5-F. Legal Authority			6-E. Coo	le	6-F	. Legal Au	thority				
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47. Agency Code	48. Personnel Office ID	49. Approval Date	;	KAREN A. HIGGINBOTHAM								
EP00	3216	01/19/2017		DIREC	CTOR, E	XECUT	IVE RES	OURC	ES DIV.O	HR		



1. Name (Last, First,	Middle)			2. Socia	I Security I	Number	· 3. Dat	te of Birtl	h	4. Effective	Date	
KENNY, SHANN				(b) (6)						02/03/2016		
FIRST ACTIO				SECO	ND AC	TION	ſ					
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38. Duty Station Cod 11-0010-001	le	39. Duty Station WASHINGTO				ocation))					
40. Agency Data	41. 42.		43.		44.							
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45. Remarks	JBJECT TO POST-EMPLOY	MENT DECEM	TOTTONO	TIMIN TO T	10 11 6	a a	007/00					
EMPLOYEE SU	BUECT TO POST-EMPLOY	MENT RESTR	CICTIONS	UNDER .	18 0.5	. (. 2	20 / (C)					
46. Employing Depar	rtment or Agency			50. Sign	ature/Auth	enticatio	on and Tit	le of App	roving Off	īcial		
EP - ENVIRON	MENTAL PROTECTIO			1604064	415 / ELE	CTRO	NICALL	Y SIGN	NED BY:			
47. Agency Code	48. Personnel Office ID	49. Approval Da	ite	KARE	N A. HIGO	GINBC	THAM					
EP00	3216	02/03/2016		DIREC	TOR, EX	ECUT	IVE RES	OURC	ES DIV,O	HR		



Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management

47. Agency Code	48. Personnel Office ID	49. Approval Date	:	-		INBOTHAM					
EP - ENVIRON	676 / ELE	CTRONICAL	LY SIGN	NED BY:							
46. Employing Depar						ntication and Ti		-	icial		
· ·	FFECTIVE DATE OF THI AND CANNOT BE CONVER					IME-OFF A EAVE.	WAKD .	nouks l	NOI USEI	ק קקדא ר	D£ ₁
45. Remarks YOU HAVE BE		RS OF TIME-OF									
FUNC CLS 00		OUC LVL 17	SUPV ST	TAT 2	POS	ITION SENS	ITIVITY	NONSE	NSITIVE/L	OW RI	
40. Agency Data	41. (b) (6) 42	<u>'</u>	43.		44.						
38. Duty Station Coo 11-0010-001	de	39. Duty Station (C WASHINGTON,				cation)					
3 1 - Competitive S 2 - Excepted Serv	vice 4 – SES Career Reserved	E E - Exempt	mpt						8888		
34. Position Occupie		35. FLSA Category		36. Appr	opriation Co	de			37. Bargain	ing Unit Stat	tus
POSITION DA											
K FERS & F	ICA	(b) (6)		F	FULL-TI	ME				Biweekly Pay Period	
30. Retirement Plan		31. Service Comp. I	Date (Leave)	32. Work	Schedule					ime Hours Pe	er
27. FEGLI (b)	(6)			28. Annu 9	itant Indicat NOT API	or PLICABLE			29. Pay Rat	e Determina	nt
2 – 5-Point	5 To Tome Dismonly	10-Point/Compensable/30%		0	1 ~ Permanent	3 - Indefinite			40 B 5	(b) (6)	
23. Veterans Prefere	nce	10-Point/Other		24. Tenu	re 0 – None	2 - Conditional	25. Agei	ncy Use	26. Veteran	s Preference	for RIF
EMPLOYEE	DATA										
				WASHI	NGTON,D	C					
				ASSUC	ADMK FO	OR OFFICE C	r PULIC	CY			
The same state of the same sta				OFFICI	E OF THE	ADMINISTR	ATOR				
14. Name and Locati	ion of Position's Organization			22. Name	and Locatio	n of Position's ()rganizati	on			
12A. Basic Pay	12B. Locality Adj. 12C. Adj. B	asic Pay 12D. C	Other Pay	20A. Basic	Pay	20B. Loc	ality Adj.	20C. Adj.	. Basic Pay	20D. Other P	'ay
									40 HRS		
8. Pay Plan 9. Occ. Cod	e 10. Grade or Level 11. Step or Rate	12. Total Salary 13	3. Pay Basis	16. Pay Pla			or Level 1	19.Step or Ra	te 20. Total Sal	ary/Award 2	21. Pay Basis
				AA00	0000 007	4289					
7. FROM: Position	Fitle and Number					and Number PUTY ASSOC	CIATE				
5-E. Code	5-F. Legal Authority			6-E. Cod	le	6-F. Legal A	uthority				
846 5-C. Code	INDIVIDUAL TIME-OFF A 5-D. Legal Authority	AWAKD		6-C. Cod	le	6-D. Legal A	uthority				
5-A. Code	5-B. Nature of Action			6-A. Cod	le	6-B. Nature	of Action				
FIRST ACTIO	ON			SECO	ND ACT	ION					
KENNY, SHANN	ON C.					(b) (6)			06/30/2	2015	
1. Name (Last, First,	Middle)			2. Soci	al Security N		ate of Birt	h	4. Effective	Date	
	ch. 4										



1. Name (Last, First,	Middle)			2. Socia	l Security N	lumber	3. Date	e of Birtl	h	4. Effective	Date		
KENNY, SHANN						78.5	(6)			01/25/2	01/25/2015		
FIRST ACTIO	DN			SECO	ND AC	TION		***************************************					
5-A. Code	5-B. Nature of Action			6-A. Cod			Nature of	Action					
879	SES PERFORMANCE AWA	RD											
5-C. Code VWK	5-D. Legal Authority 5 U.S.C. 5384			6-C. Cod	e	6-D	. Legal Au	thority					
5-E. Code	5-F. Legal Authority			6-E. Cod	e	6-F.	. Legal Au	thority					
7. FROM: Position	Sitle and Number			15 TO: P	osition Title	and N	umber						
7. PKOM. Position	rtic and rumber				CIPAL DE			ATE					
				AA000	1000 007	4289							
8. Pay Plan 9. Occ. Cod	e 10. Grade or Level 11. Step or Rate 12	. Total Salary	13. Pay Basis	16. Pay Pla			18. Grade o	r Level 1	9.Step or Ra	te 20. Total Sal	ary/Award	21. Pay Basis	
12A. Basic Pay	12B. Locality Adj. 12C. Adj. Bas	ic Pay 12D	. Other Pay	20A. Basic	Pay		20B. Locali	ty Adj.	20C. Adj	. Basic Pay	20D. Other	Pay	
14. Name and Locat	ion of Position's Organization				and Location				on				
					ADMR FO				CY				
				WASHI	NGTON,E	C							
EMPLOYEE	DATA												
23. Veterans Prefere		Point/Other		24. Tenur	e 0 - None	2 - Co	onditional	25. Ager	ıcy Use	26. Veteran	(1.) (4)	e for RIF	
(b) (6) 1 - None 2 - 5-Point	,	Point/Compensable/30%		0	1 - Permanent		definite				(b) (6)		
27. FEGLI (b)	(6)			28. Annui	tant Indicat NOT API		BLE			29. Pay Rat	e Determin	ant	
30. Retirement Plan		31. Service Comp	. Date (Leave)	,						33. Part-Ti	me Hours l	Per	
K FERS & F	ICA	(b) (6)		F	FULL-TI	ME]	Biweekly Pay Period		
POSITION D											1 ay 1 eriou		
34. Position Occupie		35. FLSA Catego	ry	36. Appro	priation Co	ode				37. Bargain	ing Unit St	atus	
3 1 - Competitive S		E - Exem								8888			
38. Duty Station Co		39. Duty Station (City - County			cation)				<u> </u>			
11-0010-001	45	WASHINGTO		OF COL	-								
40. Agency Data FUNC CLS 00	41. VET STAT (b) (6) 42. EDU	IC LVL 17	43. SUPV ST	CAT 2	44. POS	SITION	SENSI1	TIVITY	NONSE	NSITIVE/L	OW RI		
45. Remarks			<u> </u>		I								
46. Employing Depar				_	ature/Authe				_	icial			
	MENTAL PROTECTIO				572 / ELE			Y SIGN	ED BY:				
47. Agency Code	48. Personnel Office ID	49. Approval Da	te		N A. HIGO								
EP00	3216	02/05/2015		DIREC	TOR, EX	ECUTI	VE RES	OURCI	ES DIV,O	HR			



FPM Supp. 296-33, Sub	h. 4				,								
1. Name (Last, First,	Middle)				2. Soci	al Secu	urity Numbe	r 3. Dat	e of Bir	th	4. Effective	e Date	
Kenny,Shannon C								b) (6)			07/26/	2012	
FIRST ACTIO	N		***************************************		SECO	ND.	ACTION	V					
5-A. Code	5-B. Nature of Action				6-A. Cod	ie	6B	3. Nature of	Action				
849	Individual Cash Award NRB												
5-C. Code	5-D. Legal Authority				6-C. Cod	le	6-1	D. Legal Au	ıthority				
5-E. Code	5–F. Legal Authority				6-E. Cod	le	6-1	F. Legal Au	thority				
001044 00068776	otection Specialist				Envir 00104 00068	onme 4 776	n Title and Nental Protec	ction Spec	,		1		
8. Pay Plan 9. Occ. Cod GS 0028	10. Grade or Level 11. Step or Rate 1 15 05	2. Total Salary 140,259.00	- 1	3. Pay Basis PA	16. Pay Pla GS	an 1	7. Occ. Code 0028	18. Grade o	or Level	19.Step or Rai	te 20. Total Sa 4,800.00		21. Pay Basis
12A. Basic Pay	12B. Locality Adj. 12C. Adj. Ba			Other Pay	20A. Basic	Pav	0020	20B. Local	ity Adi		. Basic Pay	20D. Other	Pav
112,912.00	27,347.00 140,259		0	Julier Tay	112,9			27,347			259.00	\$0	. ny
DeptID: 00000041 Environmental Pr Office of the Admi	nistrator, MINISTRATOR FOR OFFICE FICE SA	OF			DeptID: Environ Office o ASSOC POLICY IMMEI	: 0000 iment f the A IATE Y DIATI	Location of Po 1004149 Of al Protection Administra E ADMINIS E OFFICE DC USA	rg Cd: 180 on Agency itor,	010002)F		
23 Votorone Prefere					24. Tenu	re			25. Age	ncy Use	26. Veterar	ıs Preferenc	e for RIF
- None - 5-Point	5 To Tome Disability	0-Point/Other 0-Point/Compensab	le/30%		1	0 - No		Conditional Indefinite	8			(b) (6)	
27. FEGLI	•				28. Annu	itant I	ndicator		1	L	29. Pay Ra	te Determin	
(b) (6)					9	Not	Applicable	•			0 0	Regular l	Rate
30. Retirement Plan			-	Date (Leave)	32. Work	Sched	lule				_	ime Hours I	er
K FERS and	FICA	(b)	(6)		F	Full	Time					Biweekly Pay Period	
POSITION DA	ATA	1											
34. Position Occupie	d	35. FLSA Ca	ategory	y	36. Appr	opriati	ion Code				37. Bargair	ning Unit Sta	atus
1 - Competitive S 2 - Excepted Serv			- Exempt - Nonexe								0011		
38. Duty Station Coo		39. Duty Sta	tion (C	City - County	– State or	Overs	eas Location	1)			1		
11-0010-001		Washington	n Dist	t Columbia	DC USA	\							
40. Agency Data 001	41. 42. 08/14/2011			43. ACM			44. PAR Nun	nber:					
45. Remarks				'									
					70 C.								
46. Employing Depar Environmental P	• •				_		/Authenticati . Roberts	ion and Titl	е от Арј	oroving Offi	iciai		
47. Agency Code	48. Personnel Office ID	49. Approva	al Dato	,	-		sources O	fficer					
EP00	3318	07/09/201		•									



FI 191 Supp. 250	33, Subtn. 4														
1. Name (l	Last, First, M	liddle)					2. Social	Secui	rity Number	3. Date of B	irth		4. Effective	Date	
Kenny,	Shannon C.	•							(b)	(6)			07/22/2	2011	
FIRST	ACTIO	N					SECON	D A	CTION		•				
5-A. Code	, :	5-B. Nature of Actio	on				6-A. Code		6-В.	Nature of Actio	n				
849	,	Individual Cas	h Award	NRB											
5-C. Code	, !	5-D. Legal Authorit	y				6-C. Code		6-D	. Legal Authorit	у				
5-E. Code	:	5-F. Legal Authority	y				6-E. Code		6F	. Legal Authorit	y				
	nmental Pr	e and Number otection Specialist	t 1. Step/Rate	12. Total Salary	13. P	Pay Basis		onm 4 776	n Title and Nental Prote	umber ction Specialis 18. Grade/Level	t 19.Step/	Rate	20. Total Sal	ary/Award	21. Pay Basis
GS	0028	15	04	136,134.00		PA	GS		0028	15	04		4,500.00		
12A. Basic 1	-	12B. Locality Adj. 26,543.00	12C. Adj.		12D. Oth	ner Pay	20A. Basic P 109,591	•		20B. Locality Adj 26,543.00		. Adj. B	Basic Pay	20D. Other	Pay
Office o ASSOC POLICY IMMEI	ronmental Protection Agency e of the Administrator, OCIATE ADMINISTRATOR FOR OFFICE OF ICY IEDIATE OFFICE hington DC USA						Offic ASSO POLI IMM	e of t OCLA CY EDL	the Admin	INISTRATO	•	R OF	FICE OF		
	OYEE D. ns Preference 1 - None 2 - 5-Point			– 10–Point/Other – 10–Point/Compensal	ble/30%) None		25. A onditional definite	gency Us	e	26. Veteran	s Preferenc	ce for RIF
27. FEGL	78. 3	(6)					28. Annuit	ant I	ndicator	·		1	29. Pay Rate	e Determin	ant
	(b)	(0)							Applicable				0 (0 0 Regular Rate	
30. Retires	nent Plan			31. Service (Comp. Da	te (Leave)	32. Work						33. Part-Ti	me Hours l Biweekly	Per
K	FERS and I	FICA		(0)			F 1	Full T	Time					Pay Period	
	ION DATA					_									
	Position Occupied 35. FLSA Category						36. Appropriation Code 37. Bargaining Unit Stat						atus		
	1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved E N - Nonexempt					t							0011		
38. Duty St	tation Code			39. Duty Sta	ıtion (City	- County	- State or O	verse	eas Location)						
11-0010-	-001			Washingt	on Dist	t Columb	ia DC U	SA							
40. Agency	Data	41.	4	2.		43.			44.						
001		08/16/2009			.	ALM			PAR Nun	ıber:					

45. Remarks

46. Employing Depa	artment or Agency		50. Signature/Authentication and Title of Approving Official
Environmenta	al Protection Agency		Suzanne L. Roberts
47. Agency Code	48. Personnel Office ID	49. Approval Date	Human Resources Officer
EP00	3318	05/27/2011	



FPM Supp. 296-33, Sul	JCII. 4													
1. Name (Last, First						2. Soci	al Secu	ırity Numl		te of Birth		4. Effectiv	e Date	
Kenny,Shannon	C.								b) (6)			8/4/20	08	
FIRST ACTI	ON					SECO	ND.	ACTIO	N					
5-A. Code	5-B. Nature of Action					6-A. Cod	le	6-	-B. Nature of	Action				
849 5-C. Code	Individual Cash Av 5-D. Legal Authority	waru NKB				6-C. Cod	lo.	-	5-D. Legal Au	ıthority				
3 C. Coue	5 D. Legal Authority					0 0.000			D. Legal A	ithority				
5-E. Code	5-F. Legal Authority					6-E. Cod	le	6	5-F. Legal Au	ithority				
7. FROM: Position Environmental I 006577 00049118	Title and Number Protection Specialist (Leader)					onme 7	n Title and ental Pro	d Number tection Spe	cialist (L	eader)			
8. Pay Plan 9. Occ. Co				13. Pay Ba	asis	16. Pay Pla	an 1'	7. Occ. Code				20. Total Sa		21. Pay Basis
GS 0028			119,161.00	PA		GS		0028	15		02	1,550.00	1	
12A. Basic Pay 98,570.00	12B. Locality Adj. 20,591.00	12C. Adj. Bas 119,161.0		12D. Other Pay	y	20A. Basic 98,570			20B. Local 20,591		20C. Adj. I 119,16		20D. Other	r Pay
DeptID: 0000004 Environmental P Ofc of the Admr, Policy, Econ & In Envir Innovation Community Inno Washington DC	14. Name and Location of Position's Organization DeptID: 0000004169 Org Cd: 18073200 Environmental Protection Agency Ofc of the Admr, AA for Ofc of Policy, Econ & Innovation, Natl Ctr for Envir Innovation, Ofc of Business & Community Innovation, Sector Strategies Washington DC USA EMPLOYEE DATA 23. Veterans Preference								Position's O Org Cd: 18 tion Agency or Ofc of tion, Natl C of Business n, Sector St	073200 / Ctr for &	n			
23. Veterans Prefer	ence					24. Tenu				25. Agend	ey Use	26. Vetera	ns Preferenc	ce for RIF
(b) (6) 1 - None 2 - 5-Point	3 - 10-Point/Disability 4 - 10-Point/Compensabl		−Point/Other −Point/Compensabl	e/30%		1	0 - Nor 1 - Per		- Conditional - Indefinite	7			(b) (6)	
27. FEGLI						28. Annu			_			,	te Determin	
(b) (6						9		Applicab	ole) Regular	
30. Retirement Plan			31. Service C		.eave)	32. Work							ime Hours I Biweekly	Per
K FERS and			(b) (0)		F	Full	Time				00	Pay Period	
POSITION D 34. Position Occup			I									l		
1 - Competitive			35. FLSA Ca	tegory Exempt		36. Appr	opriati	ion Code				_	ning Unit St	atus
1 2 - Excepted Se		ved	E N-	Nonexempt								8888		
38. Duty Station Co	ode		39. Duty Stat Washington					eas Locati	on)					
	41	42.	washington	43.	шога	DC USA	`	44.						
40. Agency Data 1TL	41. 08/19/2007	42.		ALI	M			PAR Nu	ımber:					
45. Remarks														
46. Employing Depa						50. Sign	ature/	Authentic	ation and Tit	le of Appr	oving Offic	rial		
	Protection Agency													
47. Agency Code EP00	48. Personnel Office I	D	49. Approva 8/4/2008	l Date		Huma	n Re	sources :	Specialist					



Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management

FPM Supp. 296-33, Sub	h. 4													
1. Name (Last, First,	Middle)		2. Soci	al Secu	ırity Numbe	r 3. Dat	e of Birt	<u>h</u>	4. Effective	e Date				
Kenny,Shannon C								(b)	(6)			8/29/2	2007	
FIRST ACTIO)N					SECO	ND .	ACTION	N					
5-A. Code	5-B. Nature of Action					6-A. Cod	le	6-E	3. Nature of	Action				
847	Group Time-Off Award													
5-C. Code	5-D. Legal Authority					6-C. Cod	le	6-	D. Legal Au	ıthority				
5-E. Code	5-F. Legal Authority					6-E. Cod	le	6-	F. Legal Au	thority				
7. FROM: Position Title and Number Environmental Protection Specialist (Leader) 006577 00049118 8. Pay Plan 9. Occ. Code 10. Grade or Level 11. Step or Rate 12. Total Salary 13. Pay Basis GS 0028 15 02 114,042.00 PA 12A. Basic Pay 12B. Locality Adj. 12C. Adj. Basic Pay 12D. Other Pay 96,165.00 17,877.00 114,042.00 0 14. Name and Location of Position's Organization 0000004169 Environmental Protection Agency Ofc of the Admr, AA for Ofc of Policy, Econ & Innovation, Natl Ctr for Envir Innovation, Ofc of Business & Community Innovation, Sector Strategies Washington DC USA EMPLOYEE DATA 23. Veterans Preference 1-None 3-10-Point/Disability 5-10-Point/Other 6-10-Point/Compensable/30% 27. FEGLI (b) (6) 30. Retirement Plan 31. Service Comp. Date (Leav K FERS and FICA (b) (6) 10-Point/Compensable 10-Point/Compensable						Envir 00657 00049 16. Pay Pla GS 20A. Basic 96,169 22. Name 0000004 Environ Ofe of tl Policy, I Envir In	onme 7 118 an I' Pay 55.00 and L 169 ments the contact of the cont	ne 2 – 6 rmanent 3 – 1	18. Grade of 15 20B. Local 17,877. osition's On Agency r Ofc of on, Natl C f Business Sector St	ity Adj00 rganizati	9.Step or Rat 02 20C. Adj. 114,0	09.00 H Basic Pay 42.00 26. Vetera		e for RIF
-		31	l. Service C	Comp. D	ate (Leave)	32. Work						-	ime Hours I	
K FERS and	FICA					F	Full	Time				00	Biweekly Pay Period	
POSITION DA													1 ay 1 eriou	
34. Position Occupie		35	5. FLSA Ca	itegory		36. Appr	opriati	on Code				37. Bargai	ning Unit Sta	atus
1 - Competitive S			E -	- Exempt - Nonexem	4							8888		
1 2 - Excepted Services 38. Duty Station Cod					ty – County -	– State or	Overse	eas Location	1)			0000		
11-0010-001		w	ashingtor	n Dist	Columbia	DC USA	L							
40. Agency Data 1TL	41. 08/19/2007	42.			43. ALM			44. PAR Nun	aber:					
45. Remarks Time off aw	ard must be used p	prior	to 36	55 d a	ays from	n effe	ctiv	e date						
46. Employing Depar						50. Sign	ature/	Authenticat	ion and Titl	le of App	roving Offic	cial		
Environmental P														
47. Agency Code EP00	48. Personnel Office ID 3216		9. Approva 8/29/2007			Huma	n Res	sources S _I	pecialist					

FPM Supp. 296-33, Sut	och, 4													
1. Name (Last, First			2 Soci	al Socu	rity Numb	3 Day	o of Rirth		4. Effectiv	e Date				
Kenny,Shannon	C.											7/11/2	007	
FIRST ACTION	ON					SECO	ND A	ACTIO	N					
5-A. Code	5-B. Nature of Actio					6-A. Cod	le	6-1	B. Nature of	Action				
849 5-C. Code	Individual Cash A					6-C. Coc	lo.	6-	-D. Logol A.	-thoults				
5-C. Code	5-D. Legal Authority	У				0 0.00	ic	0	-D. Legal Au	ithority				
5-E. Code	5-F. Legal Authority	y				6-E. Cod	le	6-	-F. Legal Au	thority				
7. FROM: Position Environmental I 006577 00049118	Title and Number Protection Specialist	(Leader)					onme 7	n Title and ntal Prote	Number ection Spe	cialist (L	eader)			
8. Pay Plan 9. Occ. Co					y Basis	16. Pay Pla	an 17	7. Occ. Code		1		20. Total Sa		21. Pay Basis
GS 0028	15		110,363.00	PA		GS		0028	15		01	1,900.0	1	
12A. Basic Pay 93,063.00	12B. Locality Adj. 17,300.00	12C. Adj. Bas 110,363.0		12D. Other	r Pay	20A. Basic 93,063			20B. Local		20C. Adj. 110,36		20D. Other	r Pay
14. Name and Loca 0000004169 Environmental P Ofc of the Admr, Policy, Econ & In Envir Innovation	rotection Agency AA for Ofc of novation, Natl Ctr , Ofc of Business &	nization				22. Name 0000004 Environ Ofc of the Policy, I	and L 169 menta he Adi Econ é	al Protecti mr, AA fo & Innovati	Position's O	rganizatio [,] Ctr for	1	,		
	vation, Sector Strat	egies							, Sector St	rategies				
Washington DC 1 EMPLOYEE						Washin	gton L	OC USA						
23. Veterans Prefer						24. Tenu				25. Agen	cy Use	26. Vetera	ns Preferen	ce for RIF
(b) (6) 1 - None 2 - 5-Point	3 – 10–Point/Disability 4 – 10–Point/Compensa)Point/Other)Point/Compensab	le/30%		1	0 - Non 1 - Per		Conditional Indefinite	7			(b) (6)	
27. FEGLI						28. Annu	itant Ir	ndicator		1		29. Pay Ra	te Determin	nant
(b) (6)						9	Not a	Applicabl	e			0	0 Regular	Rate
30. Retirement Plan	1	_	31. Service C		(Leave)	32. Work	Sched	lule				33. Part-T	ime Hours	Per
K FERS and	FICA		(b) (6)		F	Full '	Time				00	Biweekly Pay Period	l
POSITION D	ATA													
34. Position Occupi			35. FLSA Ca	itegory		36. Appr	opriati	on Code				37. Bargai	ning Unit St	tatus
1 - Competitive 2 - Excepted Se		erved		- Exempt - Nonexempt								8888		
38. Duty Station Co	ode		39. Duty Sta	` •				eas Locatio	n)					
11-0010-001			Washington	ı Dist Co	lumbia	DC USA	\							
40. Agency Data 1TL	41. 08/20/2006	42.		1	3. ALM			44. PAR Nui	mhau					
1112	08/20/2000			A	LIVI			PAR Nui	mber:					
45. Remarks														
46. Employing Depa						50. Sign	nature/.	Authentica	tion and Tit	le of Appr	oving Offic	cial		
	Protection Agency		100					_						
47. Agency Code EP00	48. Personnel Office 3216	ID	49. Approva 7/11/2007			Huma	n Kes	sources S	pecialist					
A-1 00	DEIG		// E E/AGG/			1								



11 M Supp. 270 55, Sub	CII. 4												
1. Name (Last, First,	Middle)		2. Soci	al Security	Number	· 3. Dat	e of Bir	th	4. Effectiv	e Date			
KENNY, SHANN	ON C.						(b)	(6)			04/14/	2019	
FIRST ACTIO	ON				SECO	ND AC	ΓΙΟΝ						
5-A. Code	5-B. Nature of Action				6-A. Coo	le	6-B.	. Nature of	Action	ı			
540	CONV TO REINS-C	CAREER											
5-C. Code	5-D. Legal Authority				6-C. Coo	le	6-D). Legal Au	ıthority	,			
KQM 5-E. Code	REG. 315.401 5-F. Legal Authority				6-E. Coc	le	6E	. Legal Au	ıtharity				
3 E. Coue	3 F. Legal Authority				o E. Coc	ie	0 1	. Legai Au	itiioi ity				
7. FROM: Position						Position Titl							
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	ion of Position's Organiza 'AL PROTECTION A					and Locati ONMENT							
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23. Veterans Prefere		5 10-	-Point/Other		24. Tenu	re 0 - None	20	onditional	25. Ag	ency Use		ns Preferen	ce for RIF
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34. Position Occupie			35. FLSA Ca	tegory Exempt	36. Appr	opriation C	ode				37. Bargair	ning Unit St	tatus
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38. Duty Station Cod	de			ion (City - County			ocation))					
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	nploying Department or Agency					nature/Auth			-				
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47. Agency Code	48. Personnel Office ID		49. Approva			MY A. TA							
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11 M Supp. 220 33, Sui	CH 1											
1. Name (Last, First	, Middle)			2. Soci	al Securit	ty Number		e of Birt	h	4. Effective	e Date	
KENNY, SHANN	ON C.					(b)	(0)			04/14/	2019	
FIRST ACTION	ON			SECO	ND A	CTION						
5-A. Code	5-B. Nature of Action			6-A. Coc	le	6-B.	Nature of	Action				
932	TERM OF DETAIL											
5-C. Code	5-D. Legal Authority			6-C. Coc	le	6-D	. Legal Au	thority				
5-E. Code	5-F. Legal Authority			6-E. Coc	lo.	6-F	. Legal Au	thority				
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7. FROM: Position						Title and N						
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8. Pay Plan 9. Occ. Co	de 10. Grade or Level 11. Step or Rate 1	2. Total Salary	13. Pay Basis	16. Pay Pl				r Level		te 20. Total Sa	lary/Award	21. Pay Basis
			PA	ES		340	00		00	170871	1	PA
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14 Name and Lease	diam of Booking's Opposition			17087		ation of Do				/1	0	
	tion of Position's Organization FAL PROTECTION AGENCY					ation of Pos NTAL PR						
ASST ADMR FO	R RESEARCH & DEVELOPM	ENT		OFFIC	E OF MI	ISSION S	UPPORT	Γ				
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23. Veterans Prefer		0-Point/Other		24. Tenu	re 0 - None	2	onditional	25. Age	ncy Use	26. Veterar	ns Preference	e for RIF
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27. FEGLI	0) (6)				itant Indi		DIE	***************************************	***************************************		te Determin	ant
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K FERS & F		(8) (8		F	FULL-	TIME					Pay Period	
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38. Duty Station Co 11-0010-001	de	1	n (City – County ON,DISTRICT			-						
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40. Agency Data FUNC CLS 00	41. VET STAT (b) (6) 12.	UC LVL 17	SUPV ST	CAT 2	- 1		SENSIT	TIVITY	NONSE	NSITIVE/L	OW RI	
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46. Employing Depa	rtment or Agency MENTAL PROTECTIO			_		ithenticatio LECTRO			oroving Off	icial		
47. Agency Code		49. Approval	Dato			'AYLOR	NICALL	1 3101	TEN DI:			
47. Agency Code EP00	48. Personnel Office ID	Date			AYLOR							

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1. Name (Last, First	•		2. Soci	al Security N		te of Birt	h	4. Effective					
KENNY, SHANN						(b) (6)			03/10/	2019			
FIRST ACTIO					ND ACT								
5-A. Code 930	5-B. Nature of Action DETAIL NTE 07-07-19			6-A. Co	le	6-B. Nature o	f Action						
5-C. Code	5-D. Legal Authority			6-C. Co	ie	6-D. Legal A	uthority						
5-E. Code	5-F. Legal Authority			6-E. Coo	le	6-F. Legal A	uthority						
	Y ADVISOR TO THE TANT ADMINISTRATOR 8002 10 10. Grade or Level 11. Step or Rate 12	. Total Salary I	3. Pay Basis PA		LASSIFIED	0000	or Level	19.Step or Ra	te 20. Total Sa	lary/Award	21. Pay Basis PA		
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14. Name and Locat	ion of Position's Organization AL PROTECTION AGENCY SION SUPPORT	U		ENVIR ASST A	ONMENTA	n of Position's O AL PROTECT RESEARCH	ION AC	GENCY	NT				
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23. Veterans Prefere (b) (6) 1 - None 2 - 5-Point	3 - 10-Point/Disability 5 - 10	Point/Other Point/Compensable/30%		24. Tenu 0	re 0 - None 1 - Permanent	2 - Conditional 3 - Indefinite	25. Age	ncy Use	26. Veterar	s Preference (b) (6)			
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3 2 - Excepted Ser		E N-Nonex	•	Ct.t.	<u> </u>				8888				
38. Duty Station Co 11-0010-001	de	39. Duty Station (C WASHINGTON				cation)							
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45. Remarks EMPLOYEE SI THIS POSIT:	0. Agency Data 41. 42. 43. 44.												
46. Employing Depa	rtment or Agency MENTAL PROTECTIO					ntication and Tit CTRONICALI		-	icial				
47. Agency Code	48. Personnel Office ID	49. Approval Date	e	_	MY A. TAY		JI SIGI	TEN DI:					
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FPM Supp. 296–33, Sub	och, 4										
1. Name (Last, First				2. Soci	al Security N	(b) (6)	Date of Birth		4. Effective		
KENNY, SHANN				CECC	AND A CO				03/09/	2019	
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5-A. Code 932	TERM OF DETAIL			0-A. Coc	ie	o-b. Nature	oi Action				
5-C. Code	5-D. Legal Authority			6-C. Coo	ie	6-D. Legal	Authority				
5-E. Code	5-F. Legal Authority			6-E. Coo	le	6-F. Legal	Authority				
7. FROM: Position	Title and Number			15 TO:	Docition Title	and Number					
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14. Name and Locat	tion of Position's Organization					on of Position's	Organizatio		-		
	TAL PROTECTION AGENO	CY		ENVIR	ONMENTA	AL PROTEC	TION AG				
WASHINGTON,	DC			WASHI	INGTON,D	C					
EMPLOYEE	DATA			<u>I</u>							
23. Veterans Prefere	ence	5 - 10-Point/Other		24. Tenu	re 0 - None	2 – Conditional	25. Agen	ıcy Use	26. Veterai	ns Preference	ce for RIF
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27. FEGLI (b) (6				28. Annu	itant Indicat	or PLICABLE		•	29. Pay Ra 0	te Determin	iant
30. Retirement Plan		31. Service 0	Comp. Date (Leave)		Schedule	LICHBLE				ime Hours	Per
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34. Position Occupi	ied	35. FLSA C	ategory	36. Appr	opriation Co	de			37. Bargaii	ning Unit St	atus
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38. Duty Station Co 11-0010-001	de	,	ntion (City – County GTON,DISTRICT			cation)					
40. Agency Data	41. (b) (6)	42.	43.		44.						
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45 Remarks EMPLOYEE SU	UBJECT TO POST-EMP	LOYMENT RE	STRICTIONS	UNDER	18 U.S.	C. 207(C	:)				
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46. Employing Depa	artment or Agency			50. Sign	nature/Anthe	ntication and	Title of Ann	roving Offia	rial		
	MENTAL PROTECTIO					CTRONICA:		-			
47. Agency Code	48. Personnel Office ID	49. Approv	al Date	JERE	MY A. TAY	LOR					
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FPM Supp. 296–33, Sub	och. 4				1							
1. Name (Last, First		2. Soci	al Security N	(b) (6)	Date of Birth	1	4. Effective					
KENNY, SHANN									***************************************	01/06/	/2019 	
FIRST ACTION	ON				SECO	ND ACT	TION					
5-A. Code 891	5-B. Nature of Action REG PERF PAY				6-A. Coo	le	6-B. Natur	of Action				
5-C. Code Q3A	5-D. Legal Authority	•			6-C. Coo	le	6-D. Legal	Authority				
5-E. Code	5-F. Legal Authority				6-E. Coc	le	6-F. Legal	Authority				
DEPUTY ASSIS H0000000 001	Y ADVISOR TO T TANT ADMINIST 8002				SENI	OR POLIC JTY ASSIS 1000 001						
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23. Veterans Prefero b) (6) 1 - None 2 - 5-Point	3 - 10-Point/Disability		-Point/Other -Point/Compensabl	n/20°/-	24. Tenu 0	re 0 - None 1 - Permanent	2 – Conditional 3 – Indefinite	25. Ager	icy Use	26. Veterai	ns Preferen (b) (6)	
y		ible 0 10				itant Indicat				29. Pay Ra	te Determir	nant
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34. Position Occupi			35. FLSA Ca		36. Appr	opriation Co	de			37. Bargaiı	ning Unit St	atus
3 1 - Competitive 2 - Excepted Ser		erved		Exempt Nonexempt						8888		
38. Duty Station Co	de		1	ion (City – County TON,DISTRICT			cation)		,			
	41.	42.	WASHING	43.	OF COL	44.						
0. Agency Data FUNC CLS 00	VET STAT X		JC LVL 17	SUPV ST	CAT 2	1	SITION SEN	SITIVITY	NONSEN	SITIVE/L	OW RI	
EMPLOYEE S	EASE BASED ON JBJECT TO POS ION IS DESIGN	ST-EMPLOY	MENT RES	STRICTIONS	UNDER	18 0.5.		*	2			
6. Employing Department or Agency EP - ENVIRONMENTAL PROTECTIO 7. Agency Code 48. Personnel Office ID 49. Approval Date					190821		entication and		_	ial		
EP00	3216				RCES OFFI	CER						
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Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management FPM Supp. 296–33, Subch. 4

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1. Name (Last, First	, Middle)		2. Soc	ial Security	25 3 2 43	ite of Birth		4. Effectiv	e Date	
KENNY, SHANN	ON C.				(b) (6)			12/23	/2018	
FIRST ACTIO	ON		SECO	OND AC	ΓΙΟΝ					
5-A. Code 931	5-B. Nature of Action EXT DETAIL NTE 03-08-19		6-A. Co	de	6-B. Nature o	of Action				
5-C. Code	5-D. Legal Authority		6-C. Co	de	6-D. Legal A	uthority				
5-E. Code	5-F. Legal Authority		6-E. Co	de	6-F. Legal A	uthority				
7. FROM: Position TIPA DUTIES	Title and Number			Position Titl	e and Number					
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8. Pay Plan 9. Occ. Cod		2. Total Salary 13. Pay Basi				or Level 19	Step or Ra	nte 20. Total Sa	alary/Award	21. Pay Basis
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			ENVIR OFFIC	ONMENT	on of Position's C AL PROTECT SION SUPPOR	TON AG				
EMPLOYEE	DATA									
23. Veterans Prefere	ence		24. Tenu			25. Agen	cy Use	26. Vetera	ns Preferenc	
(b) (6) 1 - None 2 - 5-Point	,	D-Point/Other D-Point/Compensable/30%	0	0 - None 1 - Permanen	2 - Conditional 3 - Indefinite				(b) (5)
27. FEGLI (b)	(6)		28. Annu 9	itant Indica NOT AP	tor PLICABLE		<u>k</u>	29. Pay Ra 0	ite Determin	ant
30. Retirement Plan	<u> </u>	31. Service Comp. Date (Lea	ive) 32. World	k Schedule				33. Part-T	ime Hours l	Per
K FERS & F	TICA	(b) (6)	F	FULL-TI	ME				Biweekly Pay Period	
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34. Position Occupi	ed	35. FLSA Category	36. Appi	ropriation C	ode			37. Bargai	ning Unit St	atus
3 1 - Competitive 2 - Excepted Ser		E - Exempt N - Nonexempt						8888		
38. Duty Station Co 11-0010-001		39. Duty Station (City – Cou WASHINGTON,DISTR	•		ocation)			-1		
40. Agency Data	41. (b) (6) 42.	43.		44.						
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45 Remarks STEMPLOYEE STATES POSIT	UBJECT TO POST-EMPLOY	MENT RESTRICTION R DRUG TESTING 5	S UNDER NATIONAL	18 U.S. SECUR	.C. 207(C)	732.102	2			
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		40.4			CTRONICAL:	LT SIGN	ED BY:			
47. Agency Code EP00	48. Personnel Office ID 3216	49. Approval Date 12/23/2018		MY A. TA` AN RESOU	YLOK JRCES OFFIC	ER				



FPM Supp. 296-33, Sub	cn. 4												
1. Name (Last, First,	·		2. Soci	al Security N			e of Birth	<u> </u>	4. Effective				
KENNY, SHANN							(6)	***************************************		01/07/	2018		
FIRST ACTIO)N			SECO	ND ACT	ION							
5-A. Code 891	5-B. Nature of Action REG PERF PAY			6-A. Coo	ie	6-B. N	Nature of	Action					
5-C. Code	5-D. Legal Authority	17		6-C. Coo	ie	6-D.	Legal Au	thority					
Q3A 5-E. Code	E.O. 13819 DATED 12/22/15-F. Legal Authority	1.7		6-E. Coc	ie	6-F.	Legal Au	thority					
DEPUTY ASSIST H0000000 0018	Y ADVISOR TO THE FANT ADMINISTRATOR 8002			SENI	Position Title OR POLICY JTY ASSIST	Y ADV	ISOR T		ГOR				
8. Pay Plan 9. Occ. Cod ES 0340	e 10. Grade or Level 11. Step or Rat	e 12. Total Salary 164036	13. Pay Basis PA	16. Pay Pl ES	an 17. Occ. 0 0340	Code 1	18. Grade o 00	r Level 1	9.Step or Rate 00	20. Total Sa 167594	lary/Award	21. Pay Basis PA	
12A. Basic Pay	12B. Locality Adj. 12C. Adj.	Basic Pay	12D. Other Pay	20A. Basic	: Pay	2	20B. Locali	ty Adj.	20C. Adj. B	Basic Pay	20D. Other	Pay	
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23. Veterans Prefere	nce	10 B 1 (O)		24. Tenu				25. Agen	cy Use	26. Veterar	ns Preferenc	e for RIF	
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34. Position Occupie		35. FLSA Car	tegory	36. Appr	opriation Coc	le				37. Bargair	ning Unit Sta	ıtus	
3 1 - Competitive S			Exempt Nonexempt							8888			
38. Duty Station Cod			on (City – County	– State or	Overseas Loc	ation)							
11-0010-001		WASHING	FON,DISTRICT	OF COI	LUMBIA								
40. Agency Data FUNC CLS 00			43. SUPV ST	ГАТ 2	44. POSI	ITION	SENSIT	IVITY	NONSENS	SITIVE/L	OW RI		
45 Remarks EMPLOYEE SU THIS POSITI	0 Agency Data 41 42. 43. 44.												
46. Employing Depar			_	nature/Auther				_	ial				
	MENTAL PROTECTIO			_	755 / ELEC		NICALL	Y SIGN	ED BY:				
47. Agency Code EP00	48. Personnel Office ID 3216	49. Approva 01/17/2018			E H. TELL DIR. EXEC		OURCES	S DIV. (OHR				



REQUEST FOR PERSONNEL ACTION

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1. Action Requ				^^ \	•						quest Numb	
Detail to IPA	_	ition Call (Name and Tele		22-15	<u> </u>			· · · · · · · · · · · · · · · · · · ·		1	DARM-1	
Kimberly L.			phone mumber)				(20	02) 564-18	377	4.110	12-24-	
		Typed Name, Title, Signa		Date)		6. Action Au	thorized B	y (Typed Nan	ne, title, sigr	ature, an	d Concurre	ence Date
John L Shown	a) Action	Deputy Assistant Adr	, ,			Donna J.Mz	rian, Princ	ipal Deputy		•	ator	
6	muru	ma-	2/4/17			N	$I \setminus I$	>		2/11	IJ+	
I. Name (Last,	First, Mic	idle)				2 Social Sec		her 3 Date	e of Birth	4. Effecti	ive Date	
Kenny (Shannor			-		(b)	(6)		12	<u> </u>	<u> </u>
		re of Action	10.10	•	•	6-A. Code	6-B. ì	Nature of Acti	on			
		L みてと 12・3 I Authority	12-18			6-C. Code	6-D I	Legal Authorit	tv			· · ·
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		Authority				6-E. Code	6F. Le	egal Authority	ý	,		
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2. Approval: 1 of the proposed	certify that	the information entered on compliance with statute	on this form is acc	curate and the	at	Signature	1	MI				Approval Date
and proposed	COLIDII IS II	r compriance with statute	is and regulatory	roquiicincin	۵.	<u> </u>		IUNI				12/18/17

CONTINUED ON REVERSE 52-118

OVER

(Note to Supervisors: Do you know of additional or conflicting reason If "YES", please state these facts on a separate	ns for the employee' sheet and attach to	s resignation/retirement		YES	⊠ NO
	- 3 ,				
You are requested to furnish a specific reason for your resignation or reforwarding address. Your reason may be considered in any future devour re-employment in the Federal service and may also be used to eligibility for unemployment compensation benefits. Your forwarding used primarily to mail you copies of any documents you should have compensation to which you are entitled.	Privacy Act S retirement and a cision regarding determine your address will be	tatement tions with regard to e records, while section termination of Federal connection with admini	mployment of individua 8506 requires agencies Service to the Secrets stration of unemploymen	als in the Federal to furnish the s ary of Labor or at compensation p	service and their specific reason for a State agency in rograms.
This information is requested under authority of sections 301, 3301, a 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to it	and 8506 of title	The furnishing of this result in your not received: (2) pay or other components to which you not the components to the compon	information is voluntary ving: (1) your copies of insation due you; and (3 lay be entitled.	thowever, failure those documents any unemploym	to provide it may you should have; nent compensation
 Reasons for Resignation/Retirement (NOTE: Your reasons are used Your resignation/retirement is effective at the end of the day - midni 	l in determining posi ight - unless you spe	sible unemployment ben	efits. Please be specific	and avoid general	izations.
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				•	
2. Effective Date 3. Your Signature	3. Date S	igned 4. Forwarding	Address (Number, Street,	City, State, ZIP (Code)
PA Assignment not to exceed 12-22-2018					
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` '	Name (Last, First, Middle)					2. Social Security Number 3. Date of Birth 4. Effective Date 12/24/2017								
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EP00	3216		12/24/201		JEREMY A. TAYLOR HUMAN RESOURCES OFFICER									



ch. 4														
, Middle)				2. Social Security Number 3. Date of Birth 4. Effective Date										
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5 U.S.C. 3395(A)((1)(A)													
5-F. Legal Authority				6-E. C	ode		6–F. Legal Aı	uthority						
7. FROM: Position Title and Number PRINCIPAL DEPUTY ASSOCIATE AA000000 0074289					15. TO: Position Title and Number SENIOR POLICY ADVISOR TO THE DEPUTY ASSISTANT ADMINISTRATOR H0000000 0018002									
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48. Personnel Office ID 49. Approval Date 12/07/2017					VICKIE H. TELLIS ACTG DIR. EXEC RESOURCES DIV. OHR									
	S-B. Nature of Action REASSIGNMEN 5-B. Nature of Action REASSIGNMEN 5-D. Legal Authority 5 U.S.C. 3395(A)(5-F. Legal Authority 4289 10 10. Grade or Level 11 00 12B. Locality Adj. 0 10 Grade or Level 11 00 12B. Locality Adj. 0 10 Grade or Level 11 00 11B. Locality Adj. 0 11CA ADMINISTRATO OR OFFICE OF PO DC DATA Correct 3 - 10-Point/Compensal 6 11CA ATA ed Service 3 - SES General vice 4 - SES Career Reside 41. VET STAT 41. VET STAT 42. VET STAT 43. VET STAT 44. VET STAT 45. VET STAT 45. VET STAT 46. VET STAT 47. VET STAT 48. VET STAT 49. VET STAT 49. VET STAT 49. VET STAT 41. VET STAT 41. VET STAT 41. VET STAT 42. VET STAT 44. VET STAT 45. VET STAT 46. VET STAT 47. VET STAT 48. VET STAT 49. VET STAT 49. VET STAT 49. VET STAT 40. VET STAT 40. VET STAT 40. VET STAT 41. VET STAT 42. VET STAT 44. VET STAT 45. VET STAT 46. VET STAT 47. VET STAT 47. VET STAT 48. VET STAT 49. VET STAT 49. VET STAT 40. VET STAT 40. VET STAT 40. VET STAT 40. VET STAT 41. VET STAT 41. VET STAT 41. VET STAT 42. VET STAT 44. VET STAT 45. VET STAT 46. VET STAT 47. VET STAT 47. VET STAT 48. VET STAT 49. VET STAT 49. VET STAT 40.	ON C. ON 5-B. Nature of Action REASSIGNMENT 5-D. Legal Authority 5 U.S.C. 3395(A)(1)(A) 5-F. Legal Authority Title and Number PUTY ASSOCIATE 4289 te 10. Grade or Level 11. Step or Rate 12 00 00 12C. Adj. Bas 0 164036 ion of Position's Organization CAL PROTECTION AGENCY CADMINISTRATOR OR OFFICE OF POLICY DC DATA ence 3-10-Point/Disability 5-10 4-10-Point/Compensable 6-10 GO ICA ATA ed Service 3-SES General vice 4-SES Career Reserved de 41. VET STAT (b) (6) 42. VET STAT (b) (7) EDU JBJECT TO POST-EMPLOY ION IS DESIGNATED FOR	ON C. ON 5-B. Nature of Action REASSIGNMENT 5-D. Legal Authority 5 U.S.C. 3395(A)(1)(A) 5-F. Legal Authority 164036 100. Grade or Level 11. Step or Rate 00 164036 12B. Locality Adj. 12C. Adj. Basic Pay 164036 101 of Position's Organization AL PROTECTION AGENCY ADMINISTRATOR OR OFFICE OF POLICY DC DATA Ince 3-10-Polnt/Disability 6-10-Polnt/Compensable 6 CICA ATA ed Service 3-SES General wice 4-SES Career Reserved de 4-SES Career Reserved de 41. VET STAT (b) (6) 42. VET STAT (b) (6) 42. VET STAT (b) (6) 42. VET STAT (c) 42. VET STAT (d) 42. VET STAT (d) 42. VET STAT (d) 42. VET STAT (d) 44. VET STAT (d) 44. VET STAT (d) 45. POST - EMPLOYMENT RESERVED FOR DRUG TEMPLOYMENT RESERVED FOR DRUG TEMPLOYME	ON C. ON S-B. Nature of Action REASSIGNMENT S-D. Legal Authority 5 U.S.C. 3395(A)(1)(A) 5-F. Legal Authority Title and Number PUTY ASSOCIATE 4289 12B. Locality Adj.	SEC S	SECON SUBJECT SUBJECT	SECOND ACTION SECOND ACTION ACTION SECOND ACTION ACTION ACTION SECOND ACTION	SECOND ACTION SECOND ACTION SECOND ACTION S-B. Nature of Action REASSIGNMENT G-A. Code G-B. Nature of Action SE.S.C. 3395(A)(1)(A) G-C. Code G-D. Legal Authority G-C. Code G-D. Legal Authority G-E. Code G-E. G-E. Co	SECOND ACTION SECOND ACTION SECOND ACTION S-B. Nature of Action S-A. Code 6-B. Nature of Action S-D. Legal Authority S-D.	SECOND ACTION SECOND ACTION SECOND ACTION Season Season	SECOND ACTION SECOND ACTION SECOND ACTION SP. Nature of Action REASSIGNMENT 6-A. Code 6-H. Nature of Action S-D. Legal Authority 6-C. Code 6-D. Legal Authority S-D. Legal Authority S-E. Legal Authority S-E. Legal Authority S-E. Code S-E. Legal Authority S-E. Legal A	Second action Second actio		



FPM Supp. 296-33, Sub	ch. 4												
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FIRST ACTIO	ON			SECO	ND ACT	ION							
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5-C. Code	5-D. Legal Authority			6-C. Co	6-C. Code 6-D. Legal Authority								
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7. FROM: Position Title and Number UNCLASSIFIED DUTIES					15. TO: Position Title and Number PRINCIPAL DEPUTY ASSOCIATE								
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46. Employing Depar EP - ENVIRONI	rtment or Agency MENTAL PROTECTIO			_	nature/Authe 1168 / ELE					cial			
47. Agency Code	48. Personnel Office ID	49. Approva	l Date		IE H. TELI								
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Automated Standard Form 52 U.S. Office of Personnel Management FPM Supp. 296-33, Subch. 3

REQUEST FOR PERSONNEL ACTION

1. Action	PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36 and 39.) I. Action Requested fermination of Detail										2. Request Number						
3. For Ad	ditional Info		Name and Telep	hone Number)									4. Рго	posed E	ffectiv	e Date	_
	Requested Boiro, Acting	y (Typed Nam	e, <i>Title, Signati</i> ministrator, Off	ice of Water	(1 ₁₁ 7		6. Action Authorized By (Typed Name, title, signature, and Concurrence Date Mike Flyng, Acting Deputy Application									_	
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	5-C. Code 5-D. Legal Authority						6-C. Code		6-D. Le	gal Author	rity						_
5-E. Code	5-F. Le	gal Authority					6-E. Code		6F. Leg	al Authori	ty						
7. FROM: Position Title and Number Unclassified Duties							15. TO: Position Title and Number Principal Deputy Associate Administrator Office of Policy										
8. Pay Plan	9 Occ Code	10. Grade or Level	11. Step or Rate	12 Total Salary	13. Pay B	lasis	16. Pay Plan	17. Oc	c Code 1	8. Grade or Leve	I i9	Step or Rate	20. To	otal Salary/A	ward	21. Pay Basis	
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30. Retire	ment Plan			31. Service (Comp. Date (Le	eave)) 32. Work Schedule							33. Part-Time Hours Per Biweekly Pay Period			
POSITI	ION DAT	A					l	1							-	•	
34. Positio	on Occupied	ve Service 3 - S	ES General	35. FLSA Ca	ategory Exempt		36. Approp			A (4	للجنة	. 		37. E	Bargain	ing Unit Sta	tus
38. Duty \$	2 - Excepted Station Code	Service 4 - S	ES Career Reserved	N-	Nonexempt tion (City - Co	unty - S	State or Over				ושש	<u> </u>					
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	C - Revie		provals <i>(Not</i> Initials/Sign		by requestir			ce/Fu	unction			Initials/	Signatu	ıre		Date	
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PART D - Remarks by Requesting Office (Note to Supervisors: Do you know of additional or conflicting reasons for the empl If "YES", please state these facts on a separate sheet and attack		YES	□ NO
PART E - Employee Resignation/Retirement You are requested to furnish a specific reason for your resignation or retirement and forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine you eligibility for unemployment compensation benefits. Your forwarding address will used primarily to mail you copies of any documents you should have or any pay compensation to which you are entitled. This information is requested under authority of sections 301, 3301, and 8506 of tit 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue regula- 1. Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining Your resignation/retirement is effective at the end of the day - midnight - unless years.	result in your not receiving; (1) your copies itle (2) pay or other compensation due you; and benefits to which you may be entitled. ng possible unemployment benefits. Please be specifi	ry; however, failur of those documen (3) any unemploy	re to provide it may its you should have; ment compensation
2. Effective Date 3. Your Signature 3. PART F - Remarks for SF 50	Date Signed 4. Forwarding Address (Number, Stre	et, City, State, ZIF	? Code)

FPM Supp. 296–33, Sul	beh. 4												
*	1. Name (Last, First, Middle)					2. Social Security Number 3. Date of Birth 4. Effective Date							
KENNY, SHANN					(b) (6) 11/05/2017 SECOND ACTION								
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5-A. Code 930	5-B. Nature of Action DETAIL NTE 12-				6-A. Coo	le	6-B. Nature	of Action					
5-C. Code	5-D. Legal Authority				6-C. Code 6-D. Legal Authority								
5-E. Code	5-F. Legal Authority				6-E. Code 6-F. Legal Authority								
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8. Pay Plan 9. Occ. Co				13. Pay Basis	16. Pay Pl	an 17. Occ.	Code 18. Grade	or Level 19	Step or Rate	20. Total Sa	lary/Award	21. Pay Basis	
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14. Name and Loca	tion of Position's Organ	ization			22. Name	and Locatio	on of Position's C	Organizatio	n				
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47. Agency Code EP00						VICKIE H. TELLIS							
EP00 3216 11/14/2017 ACTG DIR, EXEC RESOURCES DIV, OHR													



Automated Standard Form 52 U.S. Office of Personnel Management

REQUEST FOR PERSONNEL ACTION

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FPM Supp. 296-33, Subch. 3 PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36 and 39.) 2. Request Number 1. Action Requested 45 Day Detail 12-19-17 ME 4. Proposed Effective Date 3. For Additional Information Call (Name and Telephone Number) 11-05-17 Donna Vizian 6. Action Authorized By (Typed Name, title, signature, and Concurrence Date Mike Fignn, Againg Departy Apprinistrator 5. Action Requested By (Typed Name, Title, Signature, and Request Date) Mike Shapiro Acting Assistant Administrator, Office of Water PART B - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1, Show all dates in month-day-year order.) 3 Date of Birth 4. Effective Date 1. Name (Last. First, Middle) 2. Social Security Number 11-05-17 Shannon Kenny SECOND ACTION FIRST ACTION 6-B. Nature of Action 5-A. Code 5-B. Nature of Action 6-A. Code 30 6-C. Code 6-D. Legal Authority 5-C. Code 5-D. Legal Authority 5-E. Code 5-F. Legal Authority 6-E. Code 6F. Legal Authority 15. TO: Position Title and Number 7. FROM: Position Title and Number Unclassified Duties Principal Deputy Associate Administrator Office of Policy 21 Pay Basis 19. Step or Rate 17. Occ Code 18. Grade or Level 9. Occ Code 10. Grade or Level 11. Step or Rate 12. Total Salary 13 Pay Basis 2B. Locality Adj 12D Other Par 20A Basic Par 20B. Locality Adi 12A. Basic Pay 22. Name and Location of Position's Organization US Environmental Protection Agency 14. Name and Location of Position's Organization US Environmental Protection Agency Office of Water, Immediate Office Office of Policy Washington, DC Washington, DC TOODDDDDD AAØØØØØØ **EMPLOYEE DATA** 26. Veterans Preference for RIF 24. Tenure 25. Agency Use 23. Veterans Preference 2 - Conditional 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 0 - None YES 6 - 10-Point/Compensable/30% l - Permanent 10-Point/Compensable 29. Pay Rate Determinant 28. Annuitant Indicator 27. FEGLI 32. Work Schedule 33. Part-Time Hours Per 30. Retirement Plan 31. Service Comp. Date (Leave) Biweekly Pay Period POSITION DATA 37. Bargaining Unit Status 36. Appropriation Code 34. Position Occupied 35. FLSA Category 1 - Competitive Service 2 - Excepted Service E - Exempt 3 - SES General MO CHONGE 39. Duty Station (City - County - State or Overseas Location) 38. Duty Station Code 44 40, AGENCY DATA 41. 42. 43. 51. SUPERVISORY STATUS 46.YR.DEGREE ATTAINED 47. Academic Discipline 48.FUNCTIONAL CLASS 49. CITIZENSHIP 50. Vietnam Era Vet 45. EDUCATIONAL LEVEL 1-USA 8-OTHER PART C - Reviews and Approvals (Not to be used by requesting office.) Initials/Signature Office/Function Date 1. Office/Function Initials/Signature A. B. F. C. Approval Date 2. Approval: 1 certify that the information entered on this form is accurate and that Signature Knn Dackley the proposed action is in compliance with statutory and regulatory requirements. **OVER**

(Note to Supervisors:	rks by Requesting Office Do you know of additional or conflicting reasons for the employee's If "YES", please state these facts on a separate sheet and attach to S	s resignation/retirement? SF 52.)	YES	□ NO	
PART E - Empl	oyee Resignation/Retirement				
You are requested to f forwarding address. Your re-employment is eligibility for unemploused primarily to mai compensation to which this information is rest, U.S. Code. Section 1. Respons for Resign	Privacy Act S virial ways and the properties of	tions with regard to employment of individual records, while section 8506 requires agencies termination of Federal Service to the Secreta connection with administration of unemployme. The furnishing of this information is voluntary result in your not receiving: (1) your copies of (2) pay or other compensation due you; and (2) benefits to which you may be entitled.	thowever, failu those docume a) any unemplo	ure to provide it may nts you should have; yment compensation	
Your resignation/re	tirement is effective at the end of the day - midnight - unless you sp	ecify otherwise.)			
2. Effective Date 3. PART F - Rema		Signed 4. Forwarding Address (Number. Stree	t, City, State, Zi	IP Code)	

SF 52 (E~Forms 4.4) **SRO Approval** Rev. 7/91 U.S. Office of Personnel Management John E Reeder REQUEST FOR PERSONNEL ACTION FPM Supp. 296-33, Subch. 3 1. Actions Requested Termination of Detail 2. Request Number OP-2017-007 3. For Additional Information (Name and Telephone Number) Local Tracking No: 4. Proposed Effective Date Ramona Mullen (HR- Howard Barnett) 8. Action to the project By Agreed Name, Title, Signature, at Matthew R. Fritz, Chief of State / 1/13/1* 5. Action Requested By nature, and Request Date) 1/13/17 John E. Reeder, D 1. Name 2. Social Security Number 3. Date of Birth 4. Effective Date Kenny, Shannon C. 71-12-20 5-B. Nature of Action 6-A. Code 6-B. Nature of Action erania 5-D. Legal Authority 6-D. Legal Authority 6-C. Code 5-F. Legal Authority 5-E. Code 6-E. Code 6-F. Legal Authority 7. FROM: Position Title and Number 15. TO: Position Title and Number Acting Associate Administrator, OP Prinicpal Deputy Associate Administrator #94289 8. Pay Plan 9. Occ. Code 10. Grade or Level 11. Step or 12. Total Salary 13. Pav Basis 16. Pay Plan 17, Occ. Code 18. Grade or Level 19. Step or 20. Total Salary/Award 21. Pay Basis ES 0340 00 PA ES 0340 00 PA 12A. Basic Pay 12B. Locality Adl. 12C. Adj. Basic Pay 12D. Other Pay 20A. Besic Pay 20B. Locality Adj 20C. Adj. Basic Pay 20D. Other Pay 14. Name and Location of Position's Organization 22. Name and Location of Position's Organization US, EPA Office of the Administrator US, EPA Office of the Administrator Office of Policy, Immediate Office Office of Policy, Immediate Office #AA000000 #AA000000 23. Veterans Preference 26. Veterans Preference 24. Tenure 25. Agency Use 1 - None 3 - 10-Point/Disability
2 - 5-Point 4 - 10-Point/Company 0 - None 1 - Perm 5 - 10-Point/Other 2 - Conditional 27. FEGLI 29. Pay Rate 28. Annuitant Indicator Determinant 30. Retirement Plan 31. Service Comp. Date 32. Work Schedule 33. Part Time Hours Per (Leave) Biweekly Pay Period 34. Position Occupied

1 - Competitive Service
2 - Eventual Service 35. FLSA Category 36. Appropriation Code 37. Bergeining Unit Status 3 - SES General 1718 B 11B ZZZMH9 **४४६५** 38. Duty Station Code 39. Duty Station Washington, DC 40. Agency Data 41. 42. 43. 44. 45. Educational Level 46. Year Degree Attained 47. Academic Discipline 48. Functional Class 49. Citizenship 0. Veterans Status 51. Supervisory Status 1-USA 8-Other 1. Office/Function Initials/Signature Date Office/Function Date Initials/Signature D. B. E. C. F.

Editions Prior to 7/91 Are Not Useble After 6/30/93
NSN 7540-01-333-6239



Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.

CONTINUED ON NEXT PAGE

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(Note to Superviso		Iditional or conflicting re these facts on a separ			tirement?	YES [NO
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5-C. Code	5-D. Legal Authority			6-C. Coo	le	6-D	. Legal Au	ıthority				
5-E. Code	5-F. Legal Authority			6-E. Coo	le	6-F	. Legal Au	thority				
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SF 52 (E*Forms 4.4) Rev. 7/91 U.S. Office of Personnel Management FPM Sump. 208.23 Subvb. 2 SRO Approval

John E Reeder

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Note to Supervise	ors: Do you know o	of additional or conflicting	g reasons for the emp	loyee's resignation/retirement	?
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5-E. Code	5-F. Legal Authority				6-E. Coo	ie	6-F.	Legal Au	thority				
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47. Agency Code	48. Personnel Office I		49. Approva	nl Date	_	N A. HIGO			LOIGI	LD DI.			
EP00	3216		01/18/201			CTOR, EXI			OURCI	ES DIV.OF	łR		



1. Name (Last, First	Middle)				2. Socia	Security I	lumber	3. Date	e of Birtl	h	4. Effective	Date	
KENNY, SHANN	ON C.						(b)	(6)			01/10/2	2016	
FIRST ACTIO)N				SECO	ND AC	TION					***************************************	
5-A. Code	5-B. Nature of Action				6-A. Code	;	6-B.	Nature of	Action				
891	REG PERF PAY												
5-C. Code	5-D. Legal Authority				6-C. Code		6-D.	. Legal Au	thority				
Q3A	E.O. 13715				6 F C 1		(F	T T A .					
5-E. Code	5-F. Legal Authority				6-E. Code		6-F.	. Legal Au	tnority				
7. FROM: Position 7 PRINCIPAL DE AA000000 007	PUTY ASSOCIATE					osition Titl CIPAL DE			ATE				
8. Pay Plan 9. Occ. Cod	e 10. Grade or Level 11. St	tep or Rate 12. To	Total Salary	13. Pay Basis	16. Pay Plai	17. Occ.	Code	18. Grade o	r Level 1	9.Step or Rat	e 20. Total Sal	ary/Award	21. Pay Basis
ES 0340	00 00	154	4563	PA	ES	0340)	00		00	160301		PA
12A. Basic Pay		12C. Adj. Basic I	-	D. Other Pay	20A. Basic I			20B. Locali	ty Adj.	20C. Adj.		20D. Other	Pay
154563	0	154563	0)	160301			0		16030	01	0	
14. Name and Location of Position's Organization OFFICE OF THE ADMINISTRATOR ASSOC ADMR FOR OFFICE OF POLICY WASHINGTON,DC 22. Name and Location of Position of													
EMPLOYEE	DATA				<u> </u>								
23. Veterans Prefere					24. Tenure	e			25. Agei	ncy Use	26. Veteran	s Preferenc	e for RIF
(b) (6) 1 - None 2 - 5-Point	3 - 10-Point/Disability 4 - 10-Point/Compensable		oint/Other oint/Compensable/30	%	0	0 – None 1 – Permanent		onditional definite				(b) (6)	
27. FEGLI					28. Annuit	ant Indica	or				29. Pay Rat	e Determin	ant
(b)	(6)				9	NOT API	PLICA	BLE			0		
30. Retirement Plan		3	31. Service Com	p. Date (Leave)	32. Work	Schedule					33. Part-Ti		Per
K FERS & F	ICA		(b) (6))	F	FULL-TI	ME					Biweekly Pay Period	
POSITION D	ATA												
34. Position Occupio	ed	3	35. FLSA Categ	ory	36. Appro	priation Co	de				37. Bargain	ing Unit St	atus
3 1 - Competitive : 2 - Excepted Ser		·d	E E - Exe								8888		
38. Duty Station Co 11-0010-001	le		•	(City – County DN,DISTRICT			ocation)				,		
40. Agency Data FUNC CLS 00	41. VET STAT (b) (6	42. EDUC	C LVL 17	43. SUPV ST	CAT 2	44. POS	SITION	SENSI1	TIVITY	NONSEN	SITIVE/L	OW RI	
45 Remarks				l									
46. Employing Depa			ENT REST	RICTIONS	50. Signa	iture/Autho	enticatio	on and Title		roving Offic	cial		
	MENTAL PROTECT					18 / ELE			Y SIGN	ED BY:			
47. Agency Code EP00	48. Personnel Office ID 3216		49. Approval D 01/21/2016	ate		I А. HIGO ГОR, EX			OURCI	ES DIV,OI	HR		

1. Name (Last, First,	Middle)			2. Socia	l Security l	Number	3. Dat	e of Birth		4. Effective	e Date
KENNY, SHANN	ON C.					(b)	(6)			01/11/2	2015
FIRST ACTIO)N			SECO	ND AC	ΓΙΟΝ					
5-A. Code 891	5-B. Nature of Action REG PERF PAY			6-A. Code	e	6-B.	Nature of	Action			
5-C. Code Q3A	5-D. Legal Authority 13655			6-C. Code	2	6-D). Legal Au	ıthority			
5-E. Code	5-F. Legal Authority			6-E. Code	2	6-F	. Legal Au	thority			
	PUTY ASSOCIATE				osition Titl CIPAL DI			IATE			
AA000000 0074		1 Tradal Calania	12 Pau Paula	AA000		74289	10 C		C+ D	20 T16.1	21 B D2-
8. Pay Plan 9. Occ. Cod ES 0340	e 10. Grade or Level 11. Step or Rate 1 00 00	2. Total Salary 151344	13. Pay Basis PA	16. Pay Plai ES	n 17. Occ 034		00		00	te 20. Total Sal 154563	lary/Award 21. Pay Basis PA
12A. Basic Pay 151344	12B. Locality Adj. 12C. Adj. Ba 0 151344	sic Pay 12D	O. Other Pay	20A. Basic 1 154563	•		20B. Local	ity Adj.	20C. Adj.	. Basic Pay	20D. Other Pay 0
OFFICE OF THE	on of Position's Organization ADMINISTRATOR OR OFFICE OF POLICY			22. Name a OFFICE ASSOC A WASHIN	OF THE	ADMI OR OF	NISTRA	TOR			
EMBL OVER	D 4 (T) 4			<u> </u>							
23. Veterans Prefere (b) (6) 1 - None	nce	0Point/Other		24. Tenur	e θ - None	2 - Ce	onditional	25. Agend	cy Use	26. Veteran	as Preference for RIF (b) (6)
2 - 5-Point		0-Point/Compensable/30%	6	0 28. Annuit	1 - Permanen	-	definite			20 D. D.	
(b) (6				9	NOT AP		BLE			0	te Determinant
30. Retirement Plan		31. Service Comp	o. Date (Leave)								ime Hours Per Biweekly
FERS & F		(b) (6)		F	FULL-TI	IME					Pay Period
34. Position Occupie		35. FLSA Catego	ory	36. Appro	priation C	ode				37. Bargain	ning Unit Status
3 1 - Competitive S 2 - Excepted Ser		E - Exen								8888	
38. Duty Station Cod 11-0010-001	ie	39. Duty Station (ocation)					
40. Agency Data FUNC CLS 00	41. VET STAT (b) (6) 42. ED	UC LVL 17	43. SUPV ST	AT 2	44. PO	SITIO	N SENSI'	TIVITY :	NONSEN	NSITIVE/L	OW RI
45. Remarks			'								
				T							
46. Employing Depart	tment or Agency MENTAL PROTECTIO			_	iture/Auth 311 / ELE				_	icial	
47. Agency Code	48. Personnel Office ID	49. Approval Da	nte		A. HIG				_~ ~ 1.		
EP00	3216	01/21/2015		DIREC"	TOR, EX	ECUT	IVE RES	OURCE	S DIV,O	HR	

FPM Supp. 296-33, Sub	ch. 4													
1. Name (Last, First						2. Soci	al Secu	rity Numb	er 3. Dat	e of Birth		4. Effective		
Kenny,Shannon (01/12	/2014	
FIRST ACTIO	1					1		ACTIO						
5-A. Code 002	5-B. Nature of Action Correction					6-A. Coc 891	le		B. Nature of eg Perf Pay					
5-C. Code	5-D. Legal Authority					6-C. Coc	ie		-D. Legal Au					
						Q3A			Cite approp	•	,E.O or re	egulation)	
5-E. Code	5-F. Legal Authority					6-E. Coc	le	6-	-F. Legal Au	thority				
7. FROM: Position Principal Deputy 008698 00074289							ipal D 8	n Title and eputy As						
8. Pay Plan 9. Occ. Cod					y Basis	16. Pay Pl		. Occ. Code			Step or Rate			21. Pay Basis
ES 0340	00 00		148,675.00	PA		ES		0340	00		00	151,344	1	PA
12A. Basic Pay 148,675.00		C. Adj. Basi 148,675.0		12D. Other	r Pay	20A. Basic 151,3	-		20B. Local	ity Adj.	20C. Adj. B 151,34		20D. Other	r Pay
DeptID: 00000041 Environmental Pr Office of the Adm	inistrator, MINISTRATOR FOR C FFICE USA		OF			DeptID: Environ Office o ASSOC POLIC	: 00000 menta f the A IATE Y VIATE	004149 (al Protect Administr ADMINI	STRATO	010002		F		
23. Veterans Prefere	ence	5 10	Delina/Oak			24. Tenu			a	25. Agenc	y Use	26. Vetera	ns Preferen	ce for RIF
(b) (6) 1 - None 2 - 5-Point	3 – 10–Point/Disability 4 – 10–Point/Compensable		Point/Other Point/Compensable	e/30%		0	0 - Non 1 - Peri		- Conditional - Indefinite	2			(b) (6)	
27. FEGLI	0) (6)					28. Annu	1		1 -			•	te Determir	
30. Retirement Plan			21 Camila C	D.4	- (T)	9 32. Work		Applicabl	ie				0 Regular	
			31. Service C	•	e (Leave) ■]				-		ime Hours ! Biweekly	rer
K FERS and POSITION D			(b) (6	<i>')</i>		F	Full '	1 ime				00	Pay Period	
34. Position Occupi			35. FLSA Ca	togory		36. Appr	anriati	on Codo				27 Parasi	ning Unit St	eatus
1 - Competitive			E-	Exempt		эв. дррг	opriaci	on couc				8888	mig ome se	atus
3 2 - Excepted Ser			39. Duty Stati	Nonexempt	County	State or	Overse	as Locatio	un)		İ	0000		
38. Duty Station Co 11-0010-001	ae		Washington		•			as Locatio	,					
40. Agency Data	41. 12/23/2012	42.	ı	1	13. V2M			44. DAD N	mhou					
45. Remarks	12/23/2012				V Z IVI			PAR Nu	mber:					
Corrects i	tem 5-A from 894	l - Pa	y Adjust	ment.	Corre	ects i	tem	5-C fr	com QWM	- Reg	531.2	07.		
46. Employing Depa						50. Sign	nature/	Authentica	tion and Tit	le of Appro	oving Offici	ial		
	Protection Agency													
47. Agency Code EP00	48. Personnel Office ID 3216		49. Approva 01/12/2014			Huma	n Res	ources S	Specialist					
T71 00	J410		01/14/4014	T		1								



FPM Supp. 296-33, Sub	en. 4											
1. Name (Last, First,	Middle)			2. Soci	al Security I	Number	3. Date	e of Birtl	h	4. Effective	e Date	
Kenny,Shannon C	·•					(b)	(6)			01/12/	2014	
FIRST ACTIO	ON			SECO	ND AC	ΓΙΟΝ						
5-A. Code	5-B. Nature of Action			6-A. Cod	le	6-B.	Nature of	Action				
894	Gen Adj											
5-C. Code	5-D. Legal Authority	- £ 1 d	ı <u>.</u>	6-C. Cod	le	6-D	. Legal Au	thority				
QWM 5-E. Code	Reg 531.207. Pay convat time 5-F. Legal Authority	oi annuai pay ad	J	6-E. Cod	اما	6F	. Legal Au	thority				
3 E. Code	5 F. Legai Authority			U E. Cou	ie	U I	. Legai Au	chorney				
7. FROM: Position T Principal Deputy 008698 00074289												
8. Pay Plan 9. Occ. Code			3. Pay Basis PA	16. Pay Pla ES	an 17. Occ.		18. Grade o	r Level 1	9.Step or Rat	e 20. Total Sa	-	21. Pay Basis PA
ES 0340 12A. Basic Pay	12B. Locality Adj. 12C. Adj. Bas		Other Pay	20A. Basic		,	20B. Locali	tu Adi	20C. Adj.	151,344.	20D. Other l	
148,675.00	0 148,675.0		Other Fay	151,34			0	ty Auj.	151,34		\$0	ay
DeptID: 00000041 Environmental Pr Office of the Admi ASSOCIATE ADM POLICY IMMEDIATE OF Washington DC U	inistrator, MINISTRATOR FOR OFFICE FICE SA	OF		DeptID: Environ Office o ASSOC POLICY IMMEI	and Location of the Admin of the Admin IATE ADMY DIATE OF USE OF	49 Orgotection nistrate MINIST	g Cd: 180 n Agency or,	10002)F		
EMPLOYEE I				24. Tenu				25. Agei	any Hea	26 Votoror	ns Preference	for DIE
(b) (6) 1 - None 2 - 5-Point	3 - 10-Point/Disability 5 - 10	-Point/Other -Point/Compensable/30%		0	0 - None 1 - Permanent		onditional definite	23. Agei			(b) (6)	TO KI
27. FEGLI	4 - 10-Point/Compensable 6 - 10	- Fortiv Compensable 30 76			itant Indica						te Determina	nf
(b) (6)				9	Not Appl					* 1) Regular R	
30. Retirement Plan		31. Service Comp.	Date (Leave)	32. Work	Schedule					33. Part-T	ime Hours P	er
K FERS and	FICA	(b) (6)		F	Full Time	,					Biweekly Pay Period	
POSITION DA	ATA											
34. Position Occupie	ed	35. FLSA Categor	y	36. Appr	opriation Co	ode				37. Bargair	ning Unit Sta	tus
3 1 - Competitive S 2 - Excepted Serv		E - Exemp								8888		
38. Duty Station Coo		39. Duty Station (C	•	– State or	Overseas Lo	ocation)				1		
11-0010-001		Washington Dis	t Columbia	DC USA								
40. Agency Data	41. 42. 12/23/2012		43. V2M		44. PAI	R Numl	ber:					
45. Remarks					I							
46. Employing Depar				50. Sign	ature/Auth	enticatio	on and Title	e of App	roving Offic	cial		
Environmental P	rotection Agency											
47. Agency Code EP00	48. Personnel Office ID 3216	49. Approval Date 01/12/2014	e	Huma	n Resour	ces Spe	ecialist					



Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management FPM Supp. 296–33, Subch. 4

NOTIFICATION OF PERSONNEL ACTION

FPM Supp. 296-33, Sub	och. 4												
1. Name (Last, First	, Middle)					2. Socia	l Security N		3. Date of Birth	1	4. Effectiv	e Date	
Kenny,Shannon (J.							(b) (6			06/16/	/2013	
FIRST ACTIO	ON					SECO	ND ACT	ION					
5-A. Code	5-B. Nature of Actio	n				6-A. Cod	e		ture of Action				
002	Correction					471		Furlou					
5-C. Code	5-D. Legal Authority	<i>y</i>				6-C. Cod VAJ	e		gal Authority C. 75.Adverse	actions			
5-E. Code	5-F. Legal Authority	,				6-E. Cod	e	-	gal Authority	actions.			
7. FROM: Position Principal Deputy 008698 00074289						15. TO: P	osition Title	and Numb	oer				
8. Pay Plan 9. Occ. Cod				- 1	Pay Basis	16. Pay Pla	n 17. Occ.	Code 18.	Grade or Level 19	9.Step or Ra	te 20. Total Sa	lary/Award	21. Pay Basis
ES 0340	00		148,675.00		PA							1	
12A. Basic Pay 148,675.00	12B. Locality Adj.	12C. Adj. Ba 148,675.		12D. Ot	ther Pay	20A. Basic	Pay	20H	3. Locality Adj.	20C. Adj	. Basic Pay	20D. Other	Pay
	tion of Position's Organ		· · · · · · · · · · · · · · · · · · ·	U		22 Nama	and Lagatio	n of Docitic	on's Organizatio				
Environmental Pr Office of the Adm	iinistrator, MINISTRATOR FO		OF										
EMPLOYEE					,	•							
23. Veterans Prefere		5 1	0-Point/Other			24. Tenui	e 0 – None	2 – Conditi	25. Agen	cy Use	26. Vetera	ns Preferenc	ce for RIF
(b) (6) 1 - None 2 - 5-Point	3 – 10-Point/Disability 4 – 10-Point/Compensal		0-Point/Compensa	ble/30%		0	1 - Permanent	3 - Indefin				(b) (6)	
27. FEGLI (b) (6						28. Annui 9	tant Indicat Not Appli					te Determin 0 Regular	
30. Retirement Plan			31. Service	Comp. D	ate (Leave)	32. Work						ime Hours l	
K FERS and	FICA		(b) (•		F	Full Time					Biweekly	
POSITION D						-						Pay Period	
34. Position Occupi			35. FLSA C	`ategory		36 Annro	priation Co	de			37 Bargai	ning Unit St	atus
1 - Competitive			E	- Exempt							8888	g	
3 2 - Excepted Ser 38. Duty Station Co		erved	"	- Nonexem	ty – County	- State or t	Overseas Lo	cation)			0000		
11-0010-001	ue		Washingto										
40. Agency Data	41.	42.			43.		44.						
	12/23/2012				V2M		PAR	Number	:				
including a through 09,	tem 45 to rea a designated /30/2013. furlough: Se	furlough	n day 07										
46. Employing Depa						50. Sign	ature/Authe	ntication a	nd Title of Appi	roving Off	icial		
	rtment or Agency Protection Agency 48. Personnel Office	ID	49. Approv	al Date			ature/Authe 1 Resourc			roving Offi	icial		

of Usable After 6/30/93 SN 7540-01-333-6238 Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management

FPM Supp. 296-33, Sub	ch. 4													
1. Name (Last, First	•					2. Soci	al Securi	ity Number		te of Birth		4. Effectiv	e Date	
Kenny,Shannon C) (6)			06/16/	2013	
FIRST ACTIO						1		CTION						
5-A. Code 471	5-B. Nature of Action Furlough					6-A. Coo	le	6-B	. Nature o	f Action				
5-C. Code VDR	5-D. Legal Authority 5 U.S.C. 3595aFur	lough in the	SES.			6-C. Coc	le	6-I). Legal A	uthority				
5-E. Code	5-F. Legal Authority					6-E. Coc	le	6-I	'. Legal Aı	ıthority				
7. FROM: Position 7 Principal Deputy 008698 00074289						15. TO:	Position	Title and N	umber					
8. Pay Plan 9. Occ. Cod ES 0340			. Total Salary	- 1	. Pay Basis PA	16. Pay Pl	an 17.	Occ. Code	18. Grade	or Level 19	Step or Ra	te 20. Total Sa	lary/Award	21. Pay Basis
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Bas			Other Pay	20A. Basic	Pay		20B. Loca	lity Adj.	20C. Adj.	. Basic Pay	20D. Other	r Pay
148,675.00	0	148,675.0	00	0										
Environmental Pr Office of the Adm	inistrator, MINISTRATOR FO FICE		OF											
EMPLOYEE														
(b) (6) 1 - None 2 - 5-Point	ance 3 - 10-Point/Disability 4 - 10-Point/Compensable		Point/Other Point/Compensa	ble/30%		24. Tenu 0	re 0 – None 1 – Perm		onditional idefinite	25. Agend 2	cy Use	26. Veterai	ns Preferen (b) (6)	ce for RIF
27. FEGLI (b) (6						28. Annu 9		licator pplicable				29. Pay Ra 0	te Determir) Regular	
30. Retirement Plan			31. Service	Comp. I	Date (Leave)	32. Work	Schedu	le					ime Hours	Per
K FERS and	FICA		(b) ((6)		F	Full T	ime				00	Biweekly Pay Period	
POSITION D			[
34. Position Occupi			35. FLSA C	ategory - Exempt		36. Appr	opriatio	n Code				37. Bargain	ning Unit St	atus
3 2 - Excepted Ser	vice 4 - SES Career Reserv	ved	E N	- Nonexei	npt		-					8888		
38. Duty Station Co 11-0010-001	de		1	,	ity – County : Columbia			is Location)					
40. Agency Data	41. 12/23/2012	42.			43. V2M			14. PAR Num	her:					
To be furled days on 07,	furlough: Second between 105/13 and 08/15 ime in FY2013	n 06/16/ /30/13.	'2013 an							urs, i	nclud	ing des	ignated	d furlough
46. Employing Depa Environmental P						50. Sigr	nature/A	uthenticati	on and Tit	le of Appr	oving Offi	icial		
47. Agency Code	48. Personnel Office II	D	49. Approv	al Date		Huma	n Reso	ources Sp	ecialist					



Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management FPM Supp. 296–33, Subch. 4

NOTIFICATION OF PERSONNEL ACTION

FPM Supp. 296-33, Sub	cn. 4								
1. Name (Last, First,	Middle)		2. Soci	al Security N		te of Birth	1	4. Effective	e Date
Kenny,Shannon C	·•				(b) (6)			04/21/2	2013
FIRST ACTIO	ON		SECO	ND ACT	ION				
5-A. Code	5-B. Nature of Action		6-A. Co	de	6-B. Nature of	f Action			
471	Furlough								
5-C. Code	5-D. Legal Authority		6-C. Co	de	6-D. Legal Au	uthority			
VAJ 5-E. Code	5 U.S.C. 75.Adverse actions. 5-F. Legal Authority		6-E. Co	le .	6-F. Legal Au	ıtharity			
3 E. Code	5 F. Legal Authority		U E. Co.	ie	o r. Legal Au	ithority			
7. FROM: Position T Principal Deputy 008698 00074289 8. Pay Plan 9. Occ. Cod	Associate	Total Salary 13. Pay Basis	15. TO:	Position Title		or Loval 1	9.Step or Rate	20 Total Sal	ary/Award 21. Pay Basis
ES 0340		48,675.00 PA	16. Fay Fi	ан 17. Осс. С	Loue 18. Grade	or Level 1	9.Step or Kate	20. Total Sai	ary/Awaru 21. ray basis
12A. Basic Pay	12B. Locality Adj. 12C. Adj. Basi	,	20A. Basic	2 Pay	20B. Local	lity Adj.	20C. Adj. I	Basic Pay	20D. Other Pay
148,675.00	0 148,675.0					, ,		•	
DeptID: 00000041 Environmental Pr Office of the Admi	inistrator, MINISTRATOR FOR OFFICE FICE	OF	22. Namo	e and Location	n of Position's O	rganizatio	on		
EMPLOYEE I						1.			
(b) (6) None S—Point	3 - 10-Point/Disability 5 - 10-	-Point/Other	24. Tenu	0 - None	2 - Conditional	25. Agen	icy Use		(b) (6)
	4 - 10-Point/Compensable 6 - 10	-Point/Compensable/30%	0	1 - Permanent	3 - Indefinite	2			
27. FEGLI (b) (6)			28. Annu	Not Appli					e Determinant Regular Rate
30. Retirement Plan		31. Service Comp. Date (Leave	+	Schedule					ime Hours Per
K FERS and	FICA	(b) (6)	F	Full Time				00	Biweekly
POSITION DA		(8) (8)		1 441 11410					Pay Period
34. Position Occupie		35. FLSA Category	36 Anni	opriation Co	de			37 Rargain	ning Unit Status
1 - Competitive S		E – Exempt	эн түрг	oprimition Co.				8888	ing out status
38. Duty Station Coo		N - Nonexempt 39. Duty Station (City - County	v – State or	Overseas Lo	ration)			0000	
11-0010-001	ie	Washington Dist Columbia	•						
40. Agency Data	41. 42. 12/23/2012	43. V2M		44. PAR	Number:				
	furlough: Sequestrat oughed between 04/21/		l3 for	a total	of 32 ho	urs			
46. Employing Depar			50. Sign	nature/Auther	ntication and Tit	le of App	roving Offic	ial	
Environmental P		T		_					
47. Agency Code EP00	48. Personnel Office ID 3216	49. Approval Date 04/21/2013	Huma	ın Resourc	es Specialist				

ot Usable After 6/30/93 SN 7540-01-333-6238

Standard Form 50

Rev //91	
U.S. Office of Personnel Management	
Guide to Processing Personnel Actions, C	Chapter 4

	ne (Last, First, Middle)								2. Social Sec	curity Number	r 3. D.	ate of Birth		4. Effective Dat	e		
	Shannon C								(b) (6) 12-23-2012						12		
	ACTIO								SECO	ND ACT	TION						
5-A. Code	5-B. Nati	ure of Action	· · · · · · · · · · · · · · · · · · ·						6-A. Code	6-B. Na	ture of Action						
542	Con	v to SES C	areer Ap	pτ													
5-C. Code		al Authority S.C. 3393.	CEC						6-C. Code	6-D. Le	gal Authority						
V2M		s.c. 3393. er appt.	SES														
5-E. Code	5-F. Leg	al Authority							6-E. Code	6-F. Leg	gal Authority						
7. FROM: P	osition Title ar	nd Number								ition Title and							
	nmental Pron: 00068		pecialist							al Deputy n: 00074	Associate 289						
8.Pay Plan 9.0			11.Step or	Rate	12.Total Sa	lary		13.Pay Basis			18.Grade or Lvl	19.Step or I	Rate 20.T	otal Salary/Award	21.Pay Bas		
	0028	15	05			0,259.00		PA	ES	0340	00	00		\$148,675.00	PA		
12A. Basic Pa		12B. Loca		12C.	Adj. Basic P		12D. O	ther Pay	20A. Basic Pa		20B. Loca	ality Adj.	20C. Adj.		20D. Other Pay		
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U.S. Office of Personnel Management
Guide to Processing Personnel Actions. Chapter 4

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Shannon C. Kenny

(b) (6)

SUMMARY

More than a decade of increasing responsibility at U.S. EPA managing a wide spectrum of energy and environmental policy issues, plus three years experience successfully negotiating groundbreaking climate change legislation on Capitol Hill.

EXECUTIVE TRAINING

Leadership for a Democratic Society, Federal Executive Institute (2012)

Council for Excellence in Government Leadership Fellow (2005-2006)

- Participated in one-year leadership development program with GS-15's from across the federal government.
- Received individual coaching and specialized training focused on developing Executive Core Qualifications (ECQs).
- Led development of cross-agency mid-career employee retention strategy.

Additional coursework on:

- All major energy and environmental authorizing statutes;
- Federal budget process, from executive and legislative branch perspectives; and
- Innovative business practices, leading cultural change, and management acumen.

EXPERIENCE

Principal Deputy Associate Administrator (Detail) (August 2011-present) (GS-15) U.S. EPA Office of Policy

- Manage \$42 million budget and workforce of diverse 165-person organization.
- Lead team of EPA's most senior career officials in planning and coordinating the work of the Agency's Executive Management Council.
- Co-lead preparation of the Deputy Administrator and all EPA programs for biannual workshops to track progress toward all of the Agency's strategic goals.
- Serve as principal advisor to the Associate Administrator (AA) on a wide range of policy issues, including rulemakings in all major EPA programs.
- Assist the AA in managing the Agency's rule development process and serving as
 the Agency's liaison with the Office of Management and Budget (OMB) and the
 Small Business Administration.
- Pioneered "leaning government" initiative to streamline the Agency's internal processes and regular interactions with state and local governments.
- Supervised development and launch of two cutting-edge tools to promote environmental justice, one of the Administrator's top priorities.
- Selected by the Deputy Administrator to develop and implement a change management strategy for the Agency to take advantage of new online collaboration tools and communicate upcoming changes in environmental policies and priorities, budget, and space consolidation and reconfiguration.

Senior Policy Advisor to the Associate Administrator (2011) (GS-15) U.S. EPA Office of Policy

• Led development, with AA, of Agency recommendations to OMB in response to a new Executive Order requiring agencies to review all rulemakings for cost and burden reduction opportunities. Recommendations expected to save \$1.5 billion.



- Highlighted and pursued opportunities to provide advice to senior Agency leadership on key policy issues that crossed traditional Agency silos. As a result, Agency developed better coordinated, more cost effective, and more environmentally protective suite of rulemakings affecting electric utility industry.
- Assisted new AA in development of vision and leadership plan for the Office of Policy, including the selection of priorities and assignment of responsibilities.
- Provided day-to-day and strategic counsel to the AA on a wide range of policy issues, including policies and rulemakings in all major EPA programs.
- Conducted economic and policy analyses to enhance the Agency's understanding
 of the financial, environmental and societal impacts of regulations and strengthen
 the analytic foundation of the Agency's decision-making processes.
- Formulated policy advice to help the Agency advance key priorities with maximum support from external stakeholders and minimum economic impact.

EPA Detailee to Congressman Edward J. Markey (2009-2010) (GS-15) Energy & Environment Subcommittee, Energy & Commerce Committee U.S. House of Representatives

- Lead staff negotiator and drafter of key pieces of H.R. 2454 (American Clean Energy and Security Act), the first comprehensive climate change legislation to pass in either body of the U.S. Congress.
- Provided expertise to Chairman Markey, Chairman Waxman, and other Members
 of Congress on legislative options to regulate and protect U.S. manufacturing and
 to provide international assistance on clean technology and climate adaptation.
- Forged new alliances with and among corporate leaders, labor unions, religious groups, environmental groups, development organizations, and Congressional offices, in order to build support for climate legislation.
- Formulated innovative policy approaches to meet the needs of diverse stakeholders while preserving Rep. Markey's core objective of significantly reducing U.S. greenhouse gas emissions.
- Regularly briefed Members of Congress and senior officials in federal agencies, industry, and advocacy groups on policy options and recommendations.

Brookings Institution Congressional Fellow (2008) (GS-15) Select Committee on Energy Independence & Global Warming U.S. House of Representatives

- Co-drafted H.R. 6186 (iCAP Act), the first original comprehensive climate change proposal introduced in the U.S. House of Representatives.
- Advised Chairman on a wide range of energy and environmental issues and developed committee hearings to educate Members of Congress on such issues.
- Represented Chairman in meetings with foreign governments, federal agencies, corporations, industry associations, development organizations, environmental groups, and other stakeholders.

Team Lead, Sector Strategies Program, U.S. EPA (2003-2007) (GS-15 & GS-14)

- Demonstrated entrepreneurship by creating the Sector Strategies Program, with Director, to meet the needs of new Agency leadership after a political transition.
- Led a diverse, multidisciplinary team of 12 senior analysts in developing strategies to improve the environmental and economic performance of 12 industries – including iron and steel, cement, construction, and agribusiness.



- Represented EPA in monthly meetings with senior leadership of more than twenty industry associations to address air, water, waste & enforcement policy issues, and through speaking engagements with audiences up to 1,000.
- Built coalitions to support innovative, cost-effective approaches to environmental protection, such as the National Vehicle Mercury Switch Recovery Program and the Paint Product Stewardship Initiative.
- Chaired intra-agency "Clean Energy and Climate in Manufacturing" workgroup and authored the first Agency report quantifying contribution of U.S. industries to climate change.
- Conducted economic and policy analyses of regulations under all major environmental authorizing statutes and regularly briefed and provided policy recommendations to senior Agency leadership.
- Analyzed energy use patterns in key industries and recommended policy options to promote environmentally preferable energy outcomes, including increased energy efficiency and use of less-polluting fuels.
- Conceptualized and supervised production of groundbreaking Agency report integrating energy and environmental performance data from a wide variety of sources (including multiple EPA programs, other federal agencies, and the private sector) to show performance trends in 12 industries.
- Designed and co-taught workshop for EPA staff on performance measurement techniques and data available from within and outside the Agency.
- Promoted principles of smart growth to colleges and universities by co-leading design of first Smart and Sustainable Campuses conference.
- Created a learning culture and improved analytical capabilities of staff by sponsoring training on variety of "outside the box" topics, such as life cycle analysis, material flow analysis, and the financial sector's use of environmental performance information.
- Recruited and retained high-performing employees with creativity and strong analytical and inter-personal skills.
- Served as principal advisor on preparation, justification and administration of \$2 million extramural budget and managed contracts worth \$1 million each year.
- Developmental assignment: Designed evaluation of EPA's partnership programs to inform Agency's stewardship strategy and highlight opportunities for greater efficiency. Prepared recommendations for senior Agency leadership, including opportunities for co-marketing, consolidation, and elimination of EPA programs.

Shipbuilding Industry Liaison, U.S. EPA (2000-2003) (GS-13, GS-12 & GS-11)

- Provided expertise and policy recommendations to senior management during EPA rulemakings and international negotiations related to shipbuilding.
- Developed tailored environmental management system (EMS) tools for the shipbuilding industry, which served as the basis for tools for five more industries.
- Initiated and led evaluation of federal and state EMS programs to determine which components were most effective in promoting the use of EMS by industry.

NNEMS Fellow, U.S. EPA (1998-1999) (GS-9 equivalent)

Awarded prestigious fellowship to support the President's Environmental Technology Initiative.

EDUCATION

Master of Environmental Management, Duke University (2000)

Concentration: Resource Economics and Policy

Bachelor of Science in Zoology, University of Texas at Austin (1996)



AWARDS

Four U.S. EPA Honor Awards

- Received Agency's second-highest honor for leadership role in development of first-ever regulation to limit greenhouse gas emissions from power plants (2012).
- Awarded medals for my work on performance measurement (2004), environmental stewardship (2006), and energy-related environmental issues (2007).

Numerous "Outstanding" Ratings and Cash and Time-Off Awards



Standard Form 50 Rev 7/91

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SRO APPROVAL:

Deputy Chief of Staff

SF 52 (E~Forms 4.4) Rev. 7/91

U.S. Office of Personnel Management REQUEST FOR PERSONNEL ACTION FPM Supp. 296-33, Subch. 3 1. Actions Requested SES - Extension of Temporary Competitive Detail - NTE 120 Days) 2. Request Number OP-2012-014 MIE 04-11-13 3. For Additional Information Call (Name and Telephone Number) Local Tracking No: 4. Proposed Effective Date Melissa Johnson - (202) 564-0411 12-6-12 5. Action Requested By (Typed Narfle, Title, Signature, and Request Date) ne Title, Signature, and Concurrence Date John F. Reeder Deputy Chief of Staff Michael Goo, Associate Administrator, OP Social Security Number 3 Date of Birth Effective Date 13-13-12 Juny, Shannon 5-B. Nature of Action.
Ext of Detail NIE 04-11-13 6-A. Code 6-B. Nature of Action Code 6-C. Code 6-D. Legal Authority UM 5-E. Code 5-F. Legal Authority 6-E. Code 6-F. Legal Authority 7. FROM: Position Title and Number 00003890 15. TO: Position Title and Number 00003890 incipal Deputy Associate Administrator Principal Deputy Associate Administrator 13. Pay Basis 16. Pay Plan 17. Occ. Code 18. Grade or Level 19. Step or 12. Total Salary 20, Total Salary/Award 21. Pay Basis Rate 00 PA ES 340 00 \$140,259 PA 12A. Basic Pay 12B. Locality Adj. 12C. Adj. Basic Pay 12D. Other Pay 20A. Basic Pay 20B. Locality Adj. 20C. Adj. Basic Pay 14. Name and Location of Position's Organization 22. Name and Location of Position's Organization 18010002 - U.S. EPA, Office of the Administrator, Office of :Policy, Immediate Office 23. Veterans Preference 24. Tenure 25. Agency Use 26. Veterans Preference - 10-Point/Disability 5 - 10-Point/Other 2 - Conditional 0 - None ો પૃદ્ધ _{BIF} YES [27. FEGLI 28. Annuitant Indicator 29. Pay Rate Determinant 30. Retirement Plan 31. Service Comp. Date 32. Work Schedule 33. Part Time Hours Per Biweekly (Leave) Pav Period (\$(0.5)11(0)\0013 34. Position Occupied

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2. Approval: I certify that the information entered on this form is accurate and that the

proposed action is in compliance with statutory and regulatory requirements.

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SRO APPROVAL:

John E. Reeder

SF 52 (E^{**}Forms 4.4) Rev. 7/91 U.S. Office of Personnel Management FPM Supp. 296-33, Subch. 3

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REQUEST FOR PERSONNEL ACTION

Deputy Chief of Staff

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	(Patalisania) (Tilanga) (Patalisania)		en un seus		KASTUPAD)	neneralist	Se(e); 1/2/11/16	<u>មានទាប់ប្រើស្វេស</u>					
1. Name Kenny, She	annon C.					2. Social Security Number 3. Date of Birth 4. Effective Date 08-15-13							
Histoasion							nyacarioj) (6.00)					
5-A Code 5-B. Nati	ure of Action F Detail /	VIE 18		6-A. Code	6-B. Natu	re of Action							
5-G.Code 5-D. Leg	al Authority C. 3341	Defails		6-C. Code	6-D. Lega	al Authority							
								l Authority					
7. FROM: Position Ti	tle and Number	**	8776			15. TO: P	osition Title	and Number		0003	2890		
Environmenta	1 Protection							Principal Deput					
8. Pay Plan 9. Occ. Code	10. Grade or Level 11. S	Step or 112.	Total Salary	59	13. Pay Basis PA	16. Pay Plan ES	17. Occ. Code 340	18. Grade or Leve	19. Step or Rate	20, Total S	alary/Award	21. Pay Basis	
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14. Name and Location o	r Position's Organizati	on				1801000 Office	D2 - U.S. EF	Position's Organ	iization le Administra	tor, Offic	e of Policy	, Immediate	
23. Veterans Preference	VA salah sa		A North Contract			24. Tenure			25. Agen	ovilsa l	26 Veteran	s Preference	
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27. FEGLI						28. Annuitar	nt Indicator				29. Pay Rate De	e eterminant	
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34. Position Occupied 1 - Competitiv		neral cor Poconici	35. FL	SA Cate	gory	36. Appropri		B 11B ZZZM	1H9B		37. Bargainir	ng Unit Status	
38. Duty Station Code		aar watenian		ty Statio		L							
40. Agency Data	11-0010-001 41.	42.	W		ton, DC 43.		44.						
45. Educational Level	46. Year Degree Att	ained 47. Ac	ademic Disc	cipline	48. Function	nal Class	49. Citizens	ship SA 8 - Other	50. Veterans St	atus 5	1. Superviso	ry Status	
ZP/ARCILOSSPREVIEX				97) (49) i		(5) (1) (1)					(1)		
1. Office/Function	Initial	s/Signature	<u> </u>		Date (Office/I	Function	l Ir	nitials/Signati	ıre		Date	
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В.	/	V		'	•	E. /	W	"		/			
C.	c						F.						
2. Approval: I certify that proposed action is in c					the	Signature		De let	- ankon		Apj	proval Date	
CONTINUED ON NEX		## A CICLUY 08-09-1/2 Edition Prior to 7/91 Are Not Usable After 6/3 NSN 7540-01-333-6						ble After 6/30/93					

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egg to and	
(Note to Supervisors: Do you know of additional or conflicting reasons for the em If "YES", please state these facts on a separate sheet and at	uployee's resignation/retirement? YES NO
OGE 450 Not Required	
OGE 450 Required	
Signed:, DEO	
BACKER TEMPONYSE!RESIGNATION/ROUGH, CO.	
Privacy Act	t Statement
You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are	with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary of Labor or a State agency in connection with administration of unemployment compensation programs.
entitled. This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue regulations	The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled.
 Reasons for Resignation/Retirement (NOTE: Your reasons are used in determine generalizations. Your resignation/retirement is effective at the end of the day - 	ning possible unemployment benefits. Please be specific and avoid midnight - unless you specify otherwise.)
2. Effective Date 3. Your Signature 4. Date Signed	5. Forwarding Address (Number, Street, City, State, ZIP Code)
	-111 . 1-1 1 28 12-19
13- Selected from Competitive Detail No	12 1-your dated 08-08-48.
K12- Selected from Competitive Detail No 500- This 65-15 is detailed to a SE	s position.

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REQUEST FOR PERSONNEL ACTION

1 of Temporary Competitive Detail

SF 52 (E Forms 4.4) Rev. 7/91 U.S. Office of Personnel Manage FPM Supp. 296-33, Subch. 3

1. Actions Requested SES - Extension of SES - Exten	one Number)			Local Tra	reking No:	Z - ' - '			011-016 Effective Date
Barbara Thompson - 564-0421				2004111		1	14.5		17 · 12
5. Action Requested By Typed Name, Title, Signature,	and Request Date,)	6. Action A	uthorized	Sy gryped Nar	nk, Title, Sign	nature, and	Concum	ence Date)
Michael Goo, Associate Administrator, Office					Deputy Chief		71	121	71
1. Name	SIDE SILES ILE	Particopole	Deni 2024	Shower ecurity Nu	mber 3 Da	le of Birth		feçtiye I	
Kenny, Shandon C					(b) (6)		7.0	4/1	12012
	E 8/14/	12	6-A. Code	6-B. Nati	ure of Action				
5-C. Code 5-D. Legel Autiliarity VMM 5 U.S.C.3341.	etals		6-C. Code	6-D. Leg	al Authority	·			
5-E. Code 5-F. Legal Authority			6-E. Code	6-F. Leg	el Authority		· · · · · · · · · · · · · · · · · · ·		
7. FROM: Position Title and Number			15. TO: Po	sition Title	e and Number			<u> </u>	
Pozneson Deput Associate A	りゃくれる きゅうしゃ	e .			PRINCIPAL DEP	UTY ASSOCI	ATE ADM	IINISTRA	TOR
Rate	Total Salary	13. Pay Basis PA	16. Pay Plan 1 ES	7. Occ. Code 340	18. Grade or Leve	19. Step or Rate	20. Total	Salary/Awa	erd 21. Pay Basi PA
12A. Basic Pay 12B. Locality Adj. 12C. Adj. Basic	Pay 12D. Othe	er Pay	20A. Basic Pay	2	0B. Locality Adj.	20C. Adj.	Basic Pay	20D	. Other Pay
14. Name and Location of Position's Organization	<u> </u>		22. Name and 18010002 -	d Location of USEPA, OFF	f Position's Organ ICE OF THE ADMII	nization NISTRATOR, O	FFICE OF	POLICY, IN	MEDIATE OFFICE
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Notes to Supervisoric to vice show additional or conflicting research of the employer's resignation/retirement?										
(Note to Supervisors: Do you know of additional or conflicting research for the employee's resignation/retirement? If "YES", please state these facts on a separate sheet and attach to SF 52.) Privacy Act Statement You are incursated to furnish a specific reason for your resignation or retirement and forwarding address. Your reason may be considered in any fature debation regarding your resomptionant in the Federal service and may also be used to determine you adjoiling for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled. The Information is requested under authority of sections 301, 3301, and 800e of title 6, U.S. The formation is requested under authority of sections 301, 3301, and 800e of title 6, U.S. The formation is requested under authority of sections 301, 3301, and 800e of title 6, U.S. The formation is requested under authority of sections 301, 3301, and 800e of title 6, U.S. The formation is requested under authority of sections 301, 3301, and 800e of title 6, U.S. The formation is requested under authority of sections 301 and 3301 authorize OPM and agencies to issue regulations 1. Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment compensation benefits to which you may be entitled. 1. Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of fine day – midright – unless you specify otherwise.)	2016	March 2 (-11)		-yeleloke jillo	- 12 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5		and the second of the second of the second			e de la Caracteria de la c
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You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your resulting successions and may also be used to determine your eligibility for unemployment in the Federal service and may also be used to determine your eligibility for unemployment on the Federal service and may also be used to determine your eligibility for unemployment on personal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled. This information is requested under authority of sections 301, and 8506 of title 6, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue regulations Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day - midnight - unless you specify otherwise.) 2. Effective Date 3. Your Signature 4. Date Signed 5. Forwarding Address (Number, Street, City, State, ZIP Code)	Sel alla)E	CONTRACTOR OF THE	HON KOURS	inent (See	Privacy Act	Statement			er en samente
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The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled. 1. Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day - midnight - unless you specify otherwise.) 2. Effective Date 3. Your Signature 4. Date Signed 5. Forwarding Address (Number, Street, City, State, ZIP Code)	unemplo	yment comper	rsation benefits. Your	r forwarding add	dress will be use	ed primarily to mail			ency in connection wit	th administration of
This information is requested under authority of sections 301, 3301, and 8506 of title 6, U.S. compensation due you; and (3) any unemployment compensation benefits to which you compensation and 3301 authorize OPM and agencies to issue regulations may be entitled. 1. Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day - midnight - unless you specify otherwise.) 2. Effective Date 3. Your Signature 4. Date Signed 5. Forwarding Address (Number, Street, City, State, ZiP Code)			menta you enous nat	re or any pay of	Compensation	to willow you are	The furnishing of this info	rmation is voluntary; I	nowever, failure to pro	ovide it may result in
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Standard Form 50

NOTIFICATION OF PERSONNEL ACTION

Rev 7/91
U.S. Office of Personnel Management
Guida to Processing Personnel Actions Chapter 4

		Actions, Chapter 4			*									
1. Name (L	ast, First, Midd	lle)					2. Social Security Number 3. Date of Birth 4. Effective Date b) (6) 12-19-2011							
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5-E. Code	5-F. Legal						6-E. Code	6-F. Legal Au	thority					
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45. Remarks		00-14-2011				ALM		TAKIMIII	JCI.	0120110	13			
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46. Employing	Department or	Agency					90. Signatur	e/Authertication and	Title of Ap	proving Offi				
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47. Agency Co	ode	48. Personnel (Office ID	49. Approv			Suza	pne L. Roberts	/	イブ		~		
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Editions Prior to 7/91 Are Not Usable After 6/30/93



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REQUEST FOR PERSONNEL ACTION

(Note	to Supervisors	s: Do you kno	w of additional	or conflicting re	easons for the em	plovee's resign	nation/retireme	ent?		
		If "YES", plea	se state these	facts on a sepa	rate sheet and at	tach to SF 52.)		3111.1	YES	NO
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nuemb	Noyment in the Fo	ederal service ar sation benefits.	nd may also be u Your forwarding	any future decision sed to determine y address will be us	your eligibility for sed primarily to mail	section 8506 n	equires agencie	s to furnish the s or or a State ag	pecific reason for	termination of Federal with administration of
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Standard Form 50

NOTIFICATION OF PERSONNEL ACTION

Rev 7/91	
U.S. Office of Personnel Management	
Guide to Processing Personnel Actions (Chanter 4

1. Name (I	Last, First, Mide	fle)			2. Social Sec	urity Number	3. Dat	e of Birth		4. Effective D	ate			
Kenny,	Shannon C.							(b	(6)			08-21-26	011	
FIRST	ACTION						SECON	D ACTIO	N					·
5-A. Code 930	5-B. Nature Detail				12-	18-2011	6-A. Code	6-B. Nature o	f Action					
5-C. Code VLM		C. 3341.					6-C. Code	6-D. Legal At	ithority			- 1		
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38. Duty Station 11-0010				•			State or Overseas a DC USA	Location)						
40. Agency Da	ata	41.	42.			43.		44.						
001 45. Remarks		08-14-2011				ALM		PAR Numl	oer: (OP-20110	14			
	Employee I	Detail to an SES po	osition.											
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46. Employing	46. Employing Department or Agency						50. Signature/	Authentication and	Title of App	roving Offici	ial			
Environ	Environmental Protection Agency													
47. Agency Co		48. Personnel C	Office ID	49. Approve	al Date		Suzan	ne L. Roberts						
EP00		3318			Suzanne L. Roberts Human Resources Officer									

Editions Prior to 7/91 Are Not Usable After 6/30/93





SF 52 (ETForms 4.4)
Rev. 7/91
U.S. Office of Personnel Management
FPM Supp. 296-33, Supph. 3

REQUEST FOR PERSONNEL ACTION

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1. Actions Requested	SES - Interna	l Temporary Co	ompetitive De	tail NTE 12	0 Days	MTE 12	-18-11	2. Request	Number 2011-014		
3. For Additional Informa Barbara Thompson 20		elephone Number)		(Local Trac		A	L	d Effective Date ASAP		
5. Action Requested by	Typed Nems, Title, Signa	ature, and Request L	Date)	6. Action A	uthort ed E	Typed Nam	6, Title, Signatui	e, and Concu			
Michael Goo, Assecta	e Administrator, Of	fice of Policy		John B. R	eeder / D	eputy Chief o	f Staff	7/12/11			
1. Name Kenny, Si	ANHOH C			2 Social S	South Nur	(b) (6)	of Rivin	4. Effective	Date		
5-A Code 5-B Nature (930) Desk	and NIE	12/18/11		6-A. Code	6-B. Natu	re of Action					
5-C. Code 5-D. Legal A	sic 334	1. Deta	rik.	6-C. Code	6-D. Lega	al Authority					
5-E. Code 5-F. Legal A	uthority			6-E. Code	I (_)	Authority	1. 000	049	<u></u> ろ		
7. FROM: Position Title s		Specsores	•	15. TO: Po		and Number PRINCIPAL DEPU	OOC ITY ASSOCIATE	O389 ADMINISTR	ATOR		
8. Pay Plan 8. Occ. Code 10.	Grade or Level 11. Step or Rate 5	12. Total Salary	_ I'.	16. Pay Plan 1 ES	7. Occ. Code 340	18. Grade or Level		D. Total Salary/A			
12A. Besid Pay 12B. L	ocality Adj. 12C. Adj	Basic Pay 12D	. Other Pay	20A. Basic Pay	20	B. Locality Adj.	20C. Adj. Bas	sic Pay 20	D. Other Pay		
23. Veterians Preference		0-Point/Other	ine4	24. Tenure	0 - None 1 - Parmanan	2 - Conditional	25. Agency	Üse 26. Ve	eterans Preference		
30. Retirement Plan		lat Cani	on Comp. Data	32. Work Sch		······································	· · · · · · · · · · · · · · · · · · ·		Determinant		
30. Regiener Plan	ng hyya ma lo lithik kalisti yann antarak ya yi ya ya ya maja maya maya wa ya	(Leave)	ce Comp. Date	32. Work Scr	ledule			33. Pi	Biweekly Pay Period		
34. Position Occupied 1 - Competitive Ser 2 - Evnanted Service	vice 3 - SES General A - SES Cerear Paser		Category	36. Appropris		B 11BZZZM	H9B		rgaining Unit Status		
38. Duty Station Code	010-001	39. Duty DIS	Station FRICT OF CC	LUMBIA		4					
40. Agency Data 41	1	2.	43.		44.	· · · · · · · · · · · · · · · · · · ·					
45. Educational Level 46	Year Degree Attained 4	7. Academic Discipl	ine 48. Function	nal Class	49. Citizens	ship 5 SA 8 - Other	0. Veterans Stat	us 51. Sup	ervisory Status		
1. Office/Function	Initials/Signs	iture	Date	Office/F	unction	l In	tials/Signatur	9	Date		
A .			•	D. 36	ill.		i fua	eles	8/2//4		
В.				E.	11		-				
С.				F.							
Approval: I certify that the in proposed action is in complete.	nformation entered on this iance with statutory and re	form is accurate an egulatory requirement	d that the nts.	Signature	Clee	lea T	lease	U	Approval Date		
CONTINUED ON NEXT P	AGE								ot Useble Afte/ 6/30/93 ISN 7540-01-333-6239		



1. Name (l	1. Name (Last, First, Middle)								rity Number	3. Date of Bir	th_	4. Effective Date			
Kenny,	Shannon C	•							(b) ((6)		08/14/2	2011		
FIRST	ACTIO	N					SECON	ND A	CTION						
5-A. Code 893	´	5–B. Nature of Acti Reg WRI	on				6-A. Code	•	6-В.	Nature of Action					
5-C. Code Q7M		5–D. Legal Authori Reg 531.404. V	•	de increase.			6-C. Code	•	6D	. Legal Authority					
5-E. Code	:	5-F. Legal Authori	ty				6-E. Code 6-F. Legal Authority								
7. FROM: Environ 001044 000687	Pay Rosis	Envi 0010	15. TO: Position Title and Number Environmental Protection Specialist 001044 00068776						21. Pay Basis						
8. Pay Plan 9. Occ. Code 10. Grade/Level 11. Step/Rate 12. Total Salary 13. Pay 1 13. Pay 1 14. Step/Rate 14. Step/Rate 15. Total Salary 14. Step/Rate 15. Total Salary 14. Step/Rate 15. Total Salary 14. Step/Rate 14. Step/Ra							GS	1 17.	. Occ. Code 0028	18. Grade/Level 15	19.Step/Rate 05	20. Total Sa. 140,259.0	-	PA	
12A. Basic	Pav	12B. Locality Adj.	12C. Adj.	Basic Pay	12D. O	ther Pav	20A. Basic l	Pav		20B. Locality Adj.	20C. Adj.		20D. Other		
109,591	-	26,543.00	136,13	=	0		112,91	2.00		27,347.00	140,25	9.00	\$0		
Environ Office o ASSOC POLIC IMMEI	mental Pro f the Admi IATE ADM	MINISTRATOR I FICE		CE OF			Envi Offic ASSO POLI IMM	ronm e of t OCLA ICY IEDL	nental Prot the Admin	INISTRATOI	,	FICE OF	,		
	OYEE D														
23. Vetera (b) (6)	ns Preferenc 1 - None 2 - 5-Point	e 3 – 10-Point/Disability 4 – 10-Point/Compens	,	- 10–Point/Other - 10–Point/Compens	able/30%		24. Tenur	e 0 – None 1 – Pern		nditional	ncy Use	26. Veterar	s Preference (b) (6)	ce for RIF	
27. FEGL							28. Annui	tant Ir	ndicator			29. Pay Rat	e Determin	ant	
	(b) (6)						9		Applicable			-	0 Regular		
30. Retires	ment Plan FERS and l	FICA		31. Service (b) (•	ate (Leave)	32. Work F	Sched Full T					ime Hours I Biweekly Pay Period		
POSITION DATA															
34. Position Occupied 35. FLSA Category							36. Appropriation Code 37. Bargaining Unit Statu					atus			
4	Competitive SeExcepted Servi		eserved		E – Exempt N – Nonexem	pt						0011			
38. Duty Station Code 39. Duty Station (City – Count						-			as Location)						
11-0010-			1		ton Di		Columbia DC USA								
40. Agency	/ Data	41.	4	12.		43.									
001 08/14/2011 ALM							PAR Number:								

45. Remarks

Work performance is at an acceptable level of competence.

The waiting period for your next within-grade increase is 104 weeks from the above effective date. This period can be changed by an equivalent increase action, extended leave without pay, or non-work days if intermittent.

46. Employing Depa	irtment or Agency		50. Signature/Authentication and Title of Approving Official
Environmenta	ll Protection Agency		Suzanne L. Roberts
47. Agency Code	48. Personnel Office ID	49. Approval Date	Human Resources Officer
EP00	3318	08/14/2011	



	,													
1. Name (Last, First, Middle) Kenny,Shannon C.							d Security N		3. Dat	e of Birth		4. Effective		
Kenny	Shannon C	**									ana.	03/27/2	2011	
FIRS	Т АСТІО	N				SECO	ND ACT	ION						
5-A. Coc	de	5-B. Nature of Acti	on			6-A. Cod	e	6-B.	Nature of	Action				
721		Reassignment												
5-C. Coc	de	5-D. Legal Authori				6-C. Cod	e	6-D	. Legal Au	thority				
N2N	Л	Reg 335.102. Pi	romotion/	reassignmen	t/CLG.									
5-E. Coo	de	5-F. Legal Authorit	ty			6-E. Code 6-F. Legal Authority								
	onmental Pi 4													
8. Pay Plan	9. Occ. Code	10. Grade/Level	13. Pay Basis	16. Pay Pla	16. Pay Plan 17. Occ. Code		18. Grade/I	Level 19.	Step/Rate	20. Total Sal	ary/Award	21. Pay Basis		
GS	0028	15	PA	GS 0028			15		04	136,134.0	0	PA		
12A. Basi	c Pay	12B. Locality Adj.	12C. Adj.	Basic Pay	12D. Other Pay	20A. Basic	Pay		20B. Local	ity Adj.	20C. Adj.	Basic Pay	20D. Other	Pay
109,59	1.00	26,543.00	136,13	4.00	0	109,59	91.00		26,543.0	00	136,13	4.00	\$0	
Enviro Office Admr Ofc of Mgmt,	onmental Pr of the Admi for Office o Regulatory	Policy & egulatory Analys				Envi Offic ASS POL IMM		al Pro Admin ADM E OFF	tection Anistrator INISTR	Agency ,		FICE OF		
EMPI	LOYEE D	ATA												
(b) (6	None None	ce 3 - 10-Point/Disability	, 5	- 10Point/Other		24. Tenur	re 0 – None	2 - C	onditional	25. Agenc	y Use	26. Veteran	71.5	
	5-Point	4 - 10-Point/Compens		- 10-Point/Compensa	ble/30%	1	1 - Permanent		definite	8			(b) ((6)
37 FEOU	(b) (d	5)				28. Annu	itant Indica	itor				29. Fay Kat	e Determin	am
						9	Not Appl	icable				0 () Regulai	Rate
30. Retir	ement Plan	•			Comp. Date (Leave)	32. Work	Schedule					33. Part-Ti		Per
K	FERS and	FICA		(b) (6		F	Full Time	e					Biweekly Pay Period	
POSITION DATA 34. Position Occupied 35. FLSA Category 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved E E - Exempt N - Nonexempt					- Exempt	36. Appro	opriation Co	ode				37. Bargain	ing Unit St	atus
38. Duty Station Code 39. Duty Station (City - County					- State or	Overseas Lo	ocation)				1			
11-0010-001 Washington Dist Colum						oia DC U	USA							
40. Agen	cy Data	41.	4	43.		44.								

45. Remarks

001

Position is at the full performance level.

08/16/2009

46. Employing Depa	rtment or Agency		50. Signature/Authentication and Title of Approving Official
Environmenta	ll Protection Agency		Suzanne L. Roberts
47. Agency Code	48. Personnel Office ID	49. Approval Date	Human Resources Officer
EP00	3318	03/24/2011	



ALM

PAR Number: OP2011012

SF 52 (E Forms 4:4) Rev. 7/91 U.S. Office of Personnell Mayage FPM Supp. 296-33, Subch. 3

REQUEST FOR PERSONNEL ACTION

1. Actions			RMINAT	,		AIL		i					quest Nu DRPM-2	mber 1010-064
3. For Add BARBAR	itional Info RA THOI	rmation Call of PSON 202-	(Name and To -564-042 l	lephone ∧	lumber)				Local Tra	cking No:		4. Pro		ffective Date 0/2010
Action R	equested	By (Typed Nam	e, Title, Signa	ture, and	Reguest	Date)		6. Action	uthorized	By TypenyNam	g. Title, Siggal	ture, and	Concument	ce Date)
LEX C	RISTOFA	RO DIRECT	OR. ORP	M.				LISAHE	ENZEKT	ING / ASSOC	IATE AD	MINIS	TRATO	R FOR OP
					, i, 152						21 1 62 62 C	1.1.		
1. Name K	ENNY,	SHANON					-	2. Social S	ecurity Nu	mber 3. Date (b) (6)	of Birth	4. Eff	ective Da	2011
F. Latte.														
5-A. Code		ture of Action	ation	7 D	f I	Det	ail	6-A. Code	6-B. Nati					
5-C. Code	5-D. Leg	al Authority	. 33°	41				6-C. Code	6-D. Leg	al Authority				
5-E. Code	5-F. Lec	al Authority						6-E. Code	6-F. Leg	al Authority				
7 FROM:	Position T	itle and Numbe	er	-				15, TO: P	osition Title	e and Number				
		UNCLAS	SIFIED POSI	rioi l i				†	E	NVIRONMENTAL	PROTECITO	N SPECIA	ALIST	•
			06734							000671	76		<u> </u>	
8. Pay Plan GS	9. Occ. Code 0028	10. Grade or Leve	Rate 04	12. Total	Selary 36,134	óo	PA	GS	17. Occ. Code 002 8	18. Grade or Level	19. Step or Rate 04		Salary/Award 6,134.00	1 ' '
12A. Basic Par		12B. Locality Adj.	<u> </u>	. Basic Pay		D. Othe		20A. Basic Pay		06, Locality Adj.	20C. Adj. 6		<u> </u>	Other Pay
				<u> </u>			·							
US HOUSE	OF REPRE	of Position's Orga SENTATIVES ON ENERGY IND		E AND GL	OBAL W	/ARMIP	NG	18033001/	CUSEPA, OFF ORY POLICY	of Position's Organ FICE OF THE ADMIN AND MANAGEMENT	IISTRATOR, OF	FICE OF P REGULAT	OLICY OFF ORY ANALY	FICE OF ISIS DIVISION
23. Veterans	Preference							24. Tenure			25. Agen	Culled	26 Veter	ans Preference
25. Veterans	1 - None	3 - 10-Point/Disabil		0-Point/Oth		nnu.		24. relidie	0 - None	2 - Conditional	23. Agei	cy Use	YES	NO RIF
27. FEGLI								28. Annuitar	nt Indicator				29. Pay R	ate Determinant
30. Retireme	ent Plan				31. Ser (Leave)		mp. Date	32. Work Sc	hedule					ime Hours Per Biweekly Pay Period
147 SST (3							
34. Position	1 - Competiti	va Service 3 - SE	S General		35. FLS	A Cate	egory	36. Appropri		B 11WE 502N	« A AD		37. Bargai	ning Unit Status
38. Duty Sta	tion Code	Canina A. Cr	C Conner Bees	rved:	39. Dut	v Statio	on .	ł	14121	D 11 WE 302N	IA4D		$\perp \alpha$	ــــــــــــــــــــــــــــــــــــــ
		- 142				•	CT OF CO	DLUMBIA		1	4517	5 30	768	
40. Agency (41.		42 .			43.		44.					
45. Educatio	nal Level	46. Year Degri	ee Attained	47. Acader	nic Disc	pline	48. Functio	nai Class	49. Citizer	nship ISA 8 - Other	0. Veterans S		51. Supervi	isory Status
	in a single		the state of	20.025		212.5				0.00			2	
1. Office	/Function		nitials/Sign				Date	Office/	Function	In	itials/Signat	ure		Date
A. CONC	UR:	(SEE AT	TACHMEN	T)		<u> </u>		D.		Kay	Se		_ /	10/5/10
B.			DWARD COMM.					E.		RA	Y E. SPEA CHIEF O	ARS F STA	FF	, , ,
c . c/o	155	INDEPE	NDENCE WARMIN	AND C	25	11/	alie	F. (ode	1	γ			11-3-10
2. Approval:	I certify tha	t the information of compliance with s	entered on thi	s form is a			t the	Signature	Man	~ H.Ke	llehn			Approval Date
CONTINU	ED ON NE	XT PAGE							//	<u> </u>	Editions	Prior to 7/		sable After 6/30/93 7540-01-333-6239
								PA IN	/ ROCESSEL HRMD ON) N	COMPLET			

LM 1-5-2011



1. Name (Last, First, I		2. Social Security Number 3. Date of Birth 4. Effective Date												
Kenny,	Shannon C	N							(b)	(6)			10/24/2	2010	
FIRST	ACTIO	N					SECO	ND A	CTION						
5-A. Cod	e	5-B. Nature of Act	ion				6-A. Cod	e	6-B	. Nature o	f Action				
721		Reassignment	t												
5-C. Cod		5-D. Legal Author		, .			6-C. Cod	e	6-I). Legal A	uthority				
N2M		Reg 335.102. P		reassignmen	it/CLG	•	C F Code								
5-E. Cod	e	5-F. Legal Authori	ity				6–E. Code 6–F. Legal Authority								
Enviro 006577	7. FROM: Position Title and Number Environmental Protection Specialist (Leader) 006577 00049118 8. Pay Plan 9. Occ. Code 10. Grade/Level 11. Step/Rate 12. Total Salary 13. Pay Basi							15. TO: Position Title and Number Environmental Protection Specialist 001044 00067196							
							16. Pay Pla		Occ. Code	18. Grade/	Level	9.Step/Rate	20. Total Sa	lary/Award	21. Pay Basis
GS 0028 15 04 136,134.00 PA						PA	GS		0028	15		04	136,134.0	00	PA
12A. Basic	-	12B. Locality Adj.	_	Basic Pay		ther Pay	20A. Basic			20B. Loca		20C. Adj.	=	20D. Other	r Pay
109,591	.00	26,543.00	136,13	4.00	0		109,59	91.00		26,543.	00	136,13	4.00	\$0	
Ofc of t Policy, Envir I Commu	he Admr, A Econ & Ind nnovation,	otection Agency AA for Ofc of novation, Natl Ct Ofc of Business of vation, Sector Straigs	&				Offi Adn Ofc Mgr	ce of th or for (of Regu nt, Pol	ental Pro he Admin Office of ulatory Po licy & Re n DC USA	nistrator Policy, dicy & egulatory	, Assoc				
	OYEE D														
(b) (6		3 - 10-Point/Disabili		5 – 10-Point/Other 5 – 10-Point/Compens:	abla/200/		24. Tenui	0 - None		Conditional ndefinite	25. Age	icy Use	26. Veteran	s Preferen (b) (6)	ce for RIF
27. FEGL	Point I	4 - 10-Point/Comper	isable C	o – 10–1 omt/Compens.	abie/30/0		28. Annu	1 - Perma		idenine	0		29. Pav Rat	e Determin	ant
27. TEGE	(b) (6)						9		.pplicable					0 Regulai	
30. Retire	ment Plan			31. Service	Comp. D	ate (Leave)	32. Work						33. Part-Ti	ime Hours	Per
K	FERS and	FICA			(b) (6)		F	Full T	`ime				1919	Biweekly Pay Period	l
POSITION DATA															
34. Position Occupied 35. FLSA Category 1 - Competitive Service 3 - SES General E - Exempt							36. Appropriation Code 37. Bargaining Unit Status						atus		
1 2 - Excepted Service 4 - SES Career Reserved E N - Nonexempt						pt							0011		
38. Duty Station Code 39. Duty Station (City - Count					ty – County	– State or	Oversea	s Location)			,			
11-0010-001 Washington Dist Columb				ia DC 1	USA										
_	0. Agency Data 41. 42. 43.														
001 10/24/2010 ALM						ALM		P	PAR Nur	nber:Ol	RPM10	-048			

45. Remarks

Position is at the full performance level.

46. Employing Depa	artment or Agency		50. Signature/Authentication and Title of Approving Official					
Environmenta	al Protection Agency		Suzanne L. Roberts					
47. Agency Code	48. Personnel Office ID	49. Approval Date	Human Resources Officer					
EP00	3318	10/22/2010						



гт и зарр. 2	50 33, Subtit. 4															
1. Name (Last, First, Middle)							2. Social Security Number 3. Date of Birth 4. Effective Date									
Kenny, Shannon C.						(b) (6) 10/24/2010										
FIRS	ΓΑCΤΙΟΝ	V						SECONE	ACTI	ON						
5-A. Code 5-B. Nature of Action							6-A. Code 6-B. Nature of Action									
002	002 Correction						721 Reassignment									
5-C. Code 5-D. Legal Authority						6-C. Code 6-D. Legal Authority										
						N2M	Reg 335.102. Promotion/reassignment/CLG.						G.			
5-E. Code 5-F. Legal Authority						6-E. Code		6–F. Legal Authority								
	7 118	e and Number otection Special	ist (Leader		. Total Salary	112	. Pay Basis	15. TO: Posit Enviror 001044 0006719	ımental l	Protec	umber ction Spec		19.Step/Rate	20. Total Sal	/	21. Pay Basis
GS GS	0028	15	04		36,134.00	13.	PA	GS	0028		15. Graue/Li	vei	04	136,134.0	-	PA
		2B. Locality Adj.	1			12D O	ther Pay	20A. Basic Pav			20B. Localit	v Adi	20C. Adj.		20D. Other	
	12A. Basic Pay 12B. Locality Adj. 12C. Adj. Bas 109,591.00 26,543.00 136,134.00			_	-		109,591.00			26,543.00		136,134.00		\$0		
Environmental Protection Agency Ofc of the Admr, AA for Ofc of Policy, Econ & Innovation, Natl Ctr for Envir Innovation, Ofc of Business & Community Innovation, Sector Strategies Washington DC USA						Environmental Protection Agency Office of the Administrator, Assoc Admr for Office of Policy, Ofc of Regulatory Policy & Mgmt, Policy & Regulatory Analysis Div Washington DC USA										
EMPLOYEE DATA 23 Votorge Proference						24. Tenure 25. Agency Use 26. Veterans Preference for RIF						ce for RIF				
(b) (6) ne 3 - 10-Point/Disability 5 - 10-Point/Other oint 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%							1 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite 8									
27. FEGLI						28. Annuitant Indicator						29. Pay Rate Determinant				
(b) (6)						9 Not Applicable						0 0 Regular Rate				
30. Retirement Plan 31. Service Comp. Date (Leave) (b) (6)						32. Work Schedule						33. Part-Time Hours Per Biweekly				
K FERS and FICA						F Full Time							Pay Period			
POSI	TION DAT	CA														
34. Position Occupied 35. FLSA Category						36. Appropriation Code						37. Bargaining Unit Status				
1 - Competitive Service 3 - SES General E - Exempt N - Nonexempt					npt	0011										
38. Duty Station Code 39. Duty Station (City - County						- State or Overseas Location)										
11-0010-001 Washington Dist Columb					ia DC US	A										
40. Agency Data 41. 42.			42.	43.			44.									
001 08/16/2009				ALM			PAR Number:									

45. Remarks

Corrects item 41 from 10-24-2010. Position is at the full performance level.

46. Employing Depa	rtment or Agency		50. Signature/Authentication and Title of Approving Official						
Environmenta	l Protection Agency		Suzanne L. Roberts						
47. Agency Code	48. Personnel Office ID	49. Approval Date	Human Resources Officer						
EP00	3318	11/24/2010							



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SF 52 (E~Forms 4.4) Rev. 7/91

U.S. Office of Personnel Managemer FPM Supp. 298-33, Subch. 3	REQUEST FOR PERSONNEL ACTION	
AFART A HRESLESIA	 (2) (3) (4) (4) (4) (4) (4) (4) (4) (4) (5) (4) (4) (5) (4) (4) (5) (4) (4) (5) (6) (6) (6) (6) (6) 	
1. Actions Requested	Termination of Detail	2. Request Number

1. Actions Requested	Ter	mination	of Detail	l								quest Num CMP-20		
3. For Additional Information Melissa Jones - (202		Name and To	elephone N	lumber)				Local Tra			1	09/30/		
5. Action Requested B	y Typed Nem	e, Title, Signa	ature, and l	Request L	Pate)		6. Action A	uthorized 6	By Typed Hai	me, Title, Signet	Me antig	опсителся	Date)	
John Frece, Acting	Director, Oc	CMP	4/16	110					ng AA for C	PEI		4-	19-10	
1. Name	yana.or u		10000	الافائلان		. 522.0		<u> </u>		ricaria de des	Eff	ective Dat		
Kenny, Sha	nnon								(b) (6)		10	7-5-1	0	
5-A. Code 5-B. Natu	re of Action ,	· <u>· · · · · · · · · · · · · · · · · · </u>					6-A. Code	6-B. Natu	re of Action			<u></u>		
~ ~ I	ninat	10/10	+0	leta										
5-C. Code 5-D. Lega	Authority 2	341				Ì	6-C. Code	6-D. Lega	al Authority					
5-E. Code 5-F. Lega	I Authority	11					6-E. Code	6-F. Lega	al Authority					
7. FROM: Position Tit							15. TO: Position Title and Number Environmental Protection Specialist							
Unclassified Position										1221 Protection S	pecialist			
8. Pay Plan 9. Occ. Code	10. Grade or Leve	L	12. Total	-			16. Pay Plan		18. Grade or Lev	rel 19. Step or	1 .	Salary/Award	21. Pay Basis	
GS 0000	15	Rate 03		32,009.		· PA	GS	0028	0B. Locality Adj.	Rate 03	1	2,009.00	PA ther Pay	
12A. Basic Pay	B. Locality Adj.	12C. AC	IJ. Basic Pay	1120), Other I	ray	20A. Basic Pay	' [UB. LOCARY AUJ.	200. 743. 1	JOSIL F BY		and ruy	
14. Name and Location of		nization					22. Name an	d Location o	f Position's Orga	anization		mice and los	ovation Office of	
House of Representatives Select Committee on Ene		ce & Global \	Warning				. Cross Med	ila Programs,	ffice of the Adminis Sector Strategies (Straior, Office of Po Division	ancy, Econo	AIIICO ESICI III	OVEROIT, Office of	
manda a managa kabumada sa mata di dan sa sa														
23. Veterans Preference							24. Tenure			25. Ager	icy Use	26. Vetera	ns Preference	
7_R.Daint A	- 10-Point/Disabili		10-Point/Oth		SURF			0 - None 1 - Permane	2 - Conditional nt 3 - Indofinite			YES	NO RIF	
27. FEGLI							28. Annuitar	nt Indicator				29. Pay R	ate Determinant	
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		or conflicting reasons for the emp		YES NO
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are requested to fu	irnish a specific reason for your	Privacy Act resignation or retirement and a		the Federal service and their records, while
rarding address. Your comployment in the F mployment compen	our reason may be considered in dederal service and may also be esation benefits. Your forwarding	any future decision regarding your used to determine your eligibility for g address will be used primarily to mail		the specific reason for termination of Federal e agency in connection with administration of
copies of any docu tled.	ments you should have or any p	ay or compensation to which you are	The furnishing of this information is volunta	ary; however, failure to provide it may result in a documents you should have; (2) pay or other
s information is requie. Sections 301 ar	ested under authority of section and 3301 authorize OPM and age	s 301, 3301, and 8506 of title 5, U.S. ncies to issue regulations	compensation due you; and (3) any unemp may be entitled.	ployment compensation benefits to which you
Resease for Resi	anation/Retirement (NOTE:	Your reasons are used in determin	ning possible unemployment benefits.	Please be specific and avoid
generalizations.	Your resignation/retirement	is effective at the end of the day -	midnight - unless you specify otherwis	e.)
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Effective Date	3. Your Signature	4. Date Signed	5. Forwarding Address (Number	Street City State ZIP Code)
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SF 52: (P. Forms 4:4) Rev. 7/91 U.S. Office of Personnel Managemer FPM Supp. 296-33; Sebch. 3.	1	REC	WEST	FOR PI	ERSON	NEL AC	TION			0.00	
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5, Action Requested By (7) ALEX CRISTOFARO D			lequest Date)	F	6. Action	UVU	יו אני	ome, Title, Signa DCIATE AD	₹ .	Сопсителсе	Date)
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5-C. Code 5-D. Legal Auth 5-E. Code 5-F. Legal Auth	ority · C. 33				6-C. Code		•				
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4. Name and Location of Position 6033001 - USEPA, OFFICE OF	n's Organization	OP OFFICE	<u> </u>		22. Name en	Location of F	Locality Adj.	20C. Adj. B	lasic Pay	20D. Office	r Pay •
OF REGULATORY POLICY AND INALYSIS DIVISION	MANAGMENT, PO	LICY AND RE	GULATORY		SELECT C	OF REPRESENDED TO 132	ENERGY INDE	PENDENCE AND C	SLOBAL W	/ARMING	
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D. Agency Data 41.		42.			LUMBIA	44.	·		· ·		
	or Degree Attained	47. Academic	Discipline	48. Function	al Class	49. Čitizenshi	p 8 - Other	50. Veterans Sta		1. Supervisory	Status

1. Office/Function Initials/Signature Office/Function Initials/Signature Date CONCUR: (SEE ATTACHMENT) D. REP. EDWARD MARKEY B. RAY É. SPEARS E. SELECT COMM. ON ENGY INDEPENDENCE AND DEPUTY CHIEF OF STAFE F. GLOBAL WARMING

Signature

2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.

CONTINUED ON NEXT PAGE

11-10-10 Editions Prior to 7/91 Are Not Usable After 6/30/93 NSN 7540-01-333-6239



Detail Justification for Shannon Kenny

Shannon Kenny will be detailed to the office of Rep. Edward J. Markey in the U.S. House of Representatives. She will support Mr. Markey in his role as Chairman of the Subcommittee on Energy and the Environment in the Energy and Commerce Committee and in his role as Chairman of the Select Committee on Energy Independence and Global Warming. Shannon will provide expertise to Mr. Markey during the development of comprehensive climate and energy legislation. She will focus her time primarily on issues related to the manufacturing sector, the provision of international aid to developing countries, and other issues related to the development of a cap-and-trade system.



SF 52 (E*Forms 4.4) Rev. 7/31 U.S. Office of Personnel Management FPM Supp. 298-33, Subch. 3

REQUEST FOR PERSONNEL ACTION

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1. Actions Requested	Extension	of Detail	- NTE	60 Days				Carle William Company	. Request Nun	t.		
3. For Additional Info	ormation Call (Name and			————		l ocal Tra	acking No:		OCMP-20	10-054		
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	12111	ignature, ari ⊷ ∨	nd Request D	Pate)	6. Action Authorized By Oyped Name, Title, Signature, and Concurrence Date)							
John Frece Acting	Director, OCMI				Louise Wise / Acting, AA for OPE							
1. Name Kenny, Sha	anon			.	2 Social S		(b) (6)	4	. Effective Date			
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14. Name and Location of	Position's Organization				22 Name and	11 ocation of	Position's Organi					
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23. Veterans Preference					24. Tenure			* * **				
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1 - Competitive	Service 3 - SES General	enad	[e]		36. Appropriation Code 10/11 B 11WE 502MA4B 37. Bergaining Unit Status							
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45. Educational Level	46. Year Degree Attained	47. Acader	mic Discipline	→ 48. Functio	nal Class	49. Citizensi). Veterans Status	51. Supervison	Status		
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inde to Superviso	ors: Do you know of ad	unional or conflicting	g reasons for the em	ployee's resignatio	n/retirement?	VEC	
	if "YES", please state	ulese facts on a se	eparate sneet and att	acn to SF 52.)	A STATE OF THE STA	YES	NO
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orwarding address. \ b-employment in the inemployment compe	Your reason may be considered Federal service and may a ensation benefits. Your for	lered in any future dec ilso be used to determi warding address will be	ision regarding your ine your eligibility for eligibility for mail	service to the Secre	es agencies to furnish	n the Federal service a the specific reason for te agency in connection	termination of Federal
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his information is requoted Sections 301 a	quested under authority of s and 3301 authorizé OPM au	sections 301, 3301, and agencies to issue re	d 8506 of title 5, U.S. egulations	compensation due y may be entitled.	ou; and (3) any unem	ployment compensatio	ri benefits to which you
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Automated Standard Form 52 U.S. Office of Personnel Management FPM Supp. 296-33, Subch. 3

REQUEST FOR PERSONNEL ACTION

PART A - Reque	esting Office	(Also co	mplete Pa	rt B, Items	1, 7-22,	32, 33, 36 ar	ıd 39.)					
1. Action Requested Detail Assignement		_	I <i>â C</i> days							2. R	quest Numb	per
3. For Additional Info	rmation Call (No	me and Te	lephone Num	her)				 -		$-\mid DC$		1010-05
5رMelissa Jones	64 <u>-</u> 0411 or 、	Julie Spy	res 566-2	2885		_				4. P	oposed Effe -04-08	
5. Action Requested	y ped Name	<u>Titl</u> e, Sign	ature, and Re	quesi Dase)		6 Acti n Au	thorized By	(Typed Nar	ne, tille, s	ignature, a	nd Concurre	ence Date
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PART B - For Pi	reparation of	SF 50 (Use only c	odes in FP	M Supr	Louise Wise, element 292-1	Acting Ass . Show a	ociate Adn <i>II datas is</i>	ninstrato	r, OPEI	r order l	•
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5-E. Code 5-F. Le		6-E. Code	6E Lea	al Authority								
						J E. Code	or. Leg	ai Audioi ity	,			
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			31. Servic	e Comp. Date	(Leave)	32. Work Sche	dule 7				33. Part-1	Fime Hours Per Biweekly
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34. Position Occupied			35. FLSA	Category		36. Appropriat	ion Code				37. Barga	ining Unit Status
1 - Competitive 2 - Excepted Se	Service 3 - SES C	ieneral Iareer Reserve	J E	E - Exempt N - Nonexempt		10/11 B	li WE	502r	พอน	2	1	888
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PART C - Review	s and Appro	vals (No	t to be use	d by reque	sting of	(ice.)	1 1		ı	ı	1 / - 1	
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2. Approval: I certify th	at the information	on entered o	on this form i	s accurate and	that	Signature (A == ===== 1 D
the proposed action is	in compliance v	vith statuto	ry and regula	tory requirem	ents.		Dans	<u> </u>	.Ke	llek	ر بر	Approval Date
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PART D - Remarks by Requesting (Office
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(Note to Supervisors: Do you know of additional or conflicting reasons for the employee's resignation/retirement? If "YES", please state these facts on a separate sheet and attach to SF 52.)

YES YES		NO
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PART E - Employee Resignation/Retirement

Privacy Act Statement You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.

satement to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal Service to the Secretary of Labor or a State agency in connection with administration of unemployment compensation programs.

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue regula-

The furnishing of this information is voluntary, however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled.

1. Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day - midnight - unless you specify otherwise.)

2. Effective Date	3. Your Signature	3. Date Signed	4. Forwarding Address (Number, Street, City, State, ZIP Code)
PART F - Ren	narks for SF 50	l	

This is an 'official' document generated from the eOPF system

Detail Justification for Shannon Kenny

Shannon Kenny will be detailed to the office of Rep. Edward J. Markey in the U.S. House of Representatives. She will support Mr. Markey in his role as Chairman of the Subcommittee on Energy and the Environment in the Energy and Commerce Committee and in his role as Chairman of the Select Committee on Energy Independence and Global Warming. Shannon will provide expertise to Mr. Markey during the development of comprehensive climate and energy legislation. She will focus her time primarily on issues related to the manufacturing sector, the provision of international aid to developing countries, and other issues related to the development of a cap-and-trade system.



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1. Name (Last, First,	•		2. Soc	ial Security Nu	mber 3. Da	te of Birth	4. Effective	
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5-C. Code	5-D. Legal Authority		6-C. Co	de	6-D. Legal A	uthority		
QWM	Reg 531.205. Pay convat tim	e of annual pay adj			u araigiiri			
5-E. Code ZLM	5-F. Legal Authority E.O. 13525		6-E. Co	de	6-F. Legal A	uthority		
7. FROM: Position			15. TO:	Position Title	and Number			
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00049118	. 10 C	2 T-4-16-1 12 B B	00049		10 0 1	11 10.64		1/A
8. Pay Plan 9. Occ. Cod GS 0028	e 10. Grade or Level 11. Step or Rate 15 04	2. Total Salary 13. Pay Bas 132,914.00 PA	sis 16. Pay P GS	lan 17. Occ. C	18. Grade	or Level 19.Ste	20. Total Sal	
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107,972.00	24,942.00 132,914	00 0	109,5	591.00	26,543	3.00	136,134.00	\$0
14. Name and Location of Position's Organization DeptID: 0000004169 Org Cd: 18073200 Environmental Protection Agency Ofc of the Admr, AA for Ofc of Policy, Econ & Innovation, Natl Ctr for Envir Innovation, Ofc of Business & Community Innovation, Sector Strategies Washington DC USA 22. Name and Location of Position's Org DeptID: 0000004169 Org Cd: 1807 Environmental Protection Agency Ofc of the Admr, AA for Ofc of Policy, Econ & Innovation, Natl Ctr Envir Innovation, Ofc of Business & Community Innovation, Sector Strategies Washington DC USA EMPLOYEE DATA								
23. Veterans Prefere			24. Ten	ıre		25. Agency U	Use 26. Veterar	ns Preference for RIF
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38. Duty Station Co	de	39. Duty Station (City - Co	•		ation)			
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40. Agency Data 1TL	41. 42. 08/16/2009	43. ALN	М	44. PAR	Number:			
45. Remarks	udes a general incr					t applic	cable in th	is area.
46. Employing Depar	rtment or Agency		50. Sig	nature/Authen	tication and Ti	tle of Approvi	ng Official	
Environmental P	- '			ne L. Robe				
47. Agency Code	48. Personnel Office ID	49. Approval Date	Hum	an Resource	es Officer			

Automatas Spanlard Form 52 U.S. Office of Personnel Management FP54 Supp. 290-33, Subab. 5

REQUEST FOR PERSONNEL ACTION

PART A - Requestion 1. Action Requested	ng Office (Also complete) Termination of		ems 1, 7-22, 3	2, 33, 36 and	(b) (6)		2009-031
3. For Additional Informat Melissa Jones, 5645	ion Call (Name and Teleph 044 ^T C	one Number)					4. Proposed Effe 08-30	ranve Date -09
2. Auton Requested by	Sold Name Frite Stoneau	raids OPEI		Touise Wise, A	cting Associate	AAIII. Adminstrator, O	5 - 19-09	7
- PART B » For Prep 1. Name (Last. Fiest, Mid Kenny	aration of SF 50 (Use dle) Shannon	only codes it	i FPM Supple	ement 292-1,	(b) (6)	es in monin-ac	I. Effective Date 08-30	
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				15 TO: Pos	ition Title and	Number		
7. FROM: Position T Unclassified				Enviror	nmental P	rotection	Specialis	
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14. Name and Location of	Position's Organization		AANAMAAAAA (IANAI agaggagaa barrarassas)			ion's Organizatio		
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	and Approvals (Not	to be used by	requesting of	(fice.)	i Function	l Initial	s/Signature	Date
A-OES: M. Jones (Initials/Sign	KH 10	5/2/109	D.	7,33,4	-4///		para an improvemental del del ANA
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Rep.Магкеу С.				P.	A			Approval Date
2. Approval: I certify the the proposed action is	at the information entered of in compliance with statutor	n this form is acc y and regulatory	requirements.	Signature	your	-H. Kel	letes	6/04/09
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1. Name (Last, First,	, Middle)					2. Soci	al Secu	urity Num		e of Bir	th		4. Effectiv	e Date	
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5-C. Code	5-D. Legal Authority	,				6-C. Coc	de	(6-D. Legal Au	ıthority					
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47. Agency Code	48. Personnel Office	ID	49. Appro	val Date		Huma	ın Res	sources	Officer						
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Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management

NOTIFICATION OF PERSONNEL ACTION

FPM Supp. 296-33, S	iben, 4										
1. Name (Last, Fir	st, Middle)		,	2. Soci	al Security I		Date of Birth		4. Effectiv	e Date	
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	partment or Agency Protection Agency			50. Sign	nature/Autho	ntication and	Title of Appı	oving Offic	cial		
		49. Approva				ntication and		oving Offic	rial		

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REQUEST FOR PERSONNEL ACTION

PART A - Request 1. Action Requested	ing Office (Also comp		is 1, 7-22, 3	2, 33, 36 an		(b) (6)	ı	Z. Request		
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charles Kent, Director,	Office of Cross Media Pro	grams, OPEK	'	Louise Wise,	Acting Assi	oʻbiate Admir	nstratoir;"Ol	G = 19 - PEI w-vear ord	i -	
PART B - For Pre	paration of SF 50 (Us	e only coacs in s	, ארל אונדי אוניאין 	ment 292-1	(b) ((6)	4			•
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PART C - Review	s and Approvals (No.	t to be used by resulting	questing of Date	fice.)	/Function	b	luitials.	/Signature	1 !	Date
사OES: M. Jones	(Mel 200	737 . 0	1/21/09	D. CONCI	m -	160 5	Spe			5/28/69
OPER T Barbee B.	T. A.	Lec	5/19	E.	Rat)	y E. Sp	ears,	Deputy	Chief	of Staff
Rep.Markey C.			- Anna Jana Marine Jana 1999	F.			Alleria veri billione			
7 Approval: Lecrify:	hat the information enlered is in compliance with statute	on this form is accuracy and regulatory rec	mineracuts.	Signature	Joan	r-H	Kell	ches		pprovact 2 ste
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52-118

Automated Standard Form No. U.S. Office of Personnel Management (1984 Stepp 296-35, Nobels A REQUEST FOR PERSONNEL ACTION PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36 and 39.) 1. Action Requested 2. Request Number Detail Assignament 5. For Advitional Information Call (Name and Telephone Number) Melissa Jones, 564-0411 or Tish Barbee 566-0938 5. Action Regues Col. By (Typed Names Title, Signature, and Request Date) 6. Action Applicated By (Typed Name, title, signature, and Concurrence Date Stile 3-18-09 GALL 3-25-09 Charles Kont, Director, Office of Cross-Media Programs, OPEI Louise Wise, Acting Associate Adminstrator, OPE PART E - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1, Show all dates in month-day-year order.) 1. Name Part, First, Middle) 4. Effective Date Kenny, Shannon FIRST ACTION SECOND ACTION 26/08/09 9-A. Coda S-B. Nature of Action 6-A. Code 6-B. Nature of Action 6-C. Code 6-D. Legal Authority 6-E. Code 6F. Legal Authority 7. FROM: Position Title and Number 15. TO: Position Title and Number Environmental Protection Specialist Unclassified Position **6** 128 GS GS 028 15 PA 028 15 14. Name and Location of Position's Organization US EPA, Office of the Administrator 22. Name and Location of Position's Organization House of Representatives Office of Policy, Economics and Innovation Select Committee on Energy Independence & Global Warming Office of Cross-Media Programs ORG CODE: 18073200 van cherrie EMPLOYEE DATA Lan. Veteraus Preference for Rife 23. Veterans Preference 24. Tempre 25. Agency Use 5 - 10-Point/Disability 5 - 10-Point/Other 2 - Conditional i - Name 0 - None YES NO 1 - Permanent 28. Annuitant Indicator 29. Pay Rate Determinant 27. FEG13 30, Retirement Plan 31. Service Comp. Date (Leave) 32. Work Schedule 33. Parts Time Hours Per Biseppkty Pay Period POSITION DATA 36. Appropriation Code 37, Bargaining Unit Status 34. Position Occupied 35, FLSA Category A - SES General F - Exempt IIWE SURMAYB 1 - Competitive Service 01/10 - Excepted Service N. Nissexceopi 4 - SES Campr Reserved 39. Dony Station (City County State or Overseas Location) (HQ) Washington, D. C. 38. Dary Station Code 11 0010 001 40. AGENCY DATA 44. IN YEAR STREET St. Vicinium for Vist SESUPLICATION STATUS DULLING HONAL CLASS 49. CITIZENSIIIP 45. EBGCA (108/AL 14/43 47. Academic Discipline 1-USA 8-OTHER PART C - Reviews and Approvals (Not to be used by requesting office.) Office/Function Initials/Signature Date 1. Office/Function Initials/Signature Date A-OES: M. Jones OPEE: T.Barbee В. Rep.Markey C. REACTS 2. Approval. I certify that the information entered op-th the proposed action is in compliance with statutory and regulatory requirements.



OVER

Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management FPM Supp. 296-33, Subch. 4

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First,	Middle)			2. Socia	al Security	y Number	3. Dat	te of Birtl	h	4. Effective	e Date	
Kenny,Shannon C	•					(b) ((6)			1/4/200	09	
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5-C. Code QWM	5-D. Legal Authority Reg 531.205. Pay convat tin	o of annual nav	adi	6-C. Cod	le	6-D	. Legal Au	ıthority				
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47. Agency Code EP00	48. Personnel Office ID 3216	49. Approval 1/4/2009	Date	Huma	n Resou	irces Sp	ecialist					

Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management FPM Supp. 296–33, Subch. 4

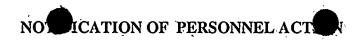
NOTIFICATION OF PERSONNEL ACTION

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Rev 7/91
U.S. Office of Personnel Management

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702 PROMOTION								
5-C. Code 5-D: Legal Authority	6-C. Code	6-D. Legal Autho	ority					
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1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%	1	1 - Permanent	3 - Indefinite		<u> </u>	_	(b)	
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30, Retirement Plan 31, Service Comp. Date (Leave	e) 32. Work Sc	chedule				33. Part-	Time Hou Biwe	
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34, Position Occupied 35, FLSA Category	36. Appropri	lation Code		*************************************	~,- <u></u> ,,	37. Barg	alning Uni	t Status
1 - Competitive Service 3 - SES General E - Exempt N - Nonexempt				8522			8888	1
38, Duty Station Code 39. Duty Station (City - County	- State or Overs	eas Location)						
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40, AGENCY DATA 41. 42. 43.		44.		*****		 : : : : : : : : : : : : : : : : : :	<u> </u>	
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45. Remarks					3			

POSITION IS AT THE FULL PERFORMANCE LEVEL.

48. Employing Department or Agency		50. Signature/Authentication and Title of Approving Official
ENVIRONMENTAL PROTEC	TION AGENCY	- Onlin Michie Smith
47. Agency Code 48. Personnel Office ID	49. Approval Date	- Julia Michie Smith
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2. Social Security Number 3. Date of Birth 4. Effective Date
(b) (6) 01-11-04
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6-A: Code 6-B. Nature of Action
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6-C, Code 6-D. Legal Authority
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6-E, Code 6-F. Legal Authority
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15. TO: Position Title and Number
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16. Pay Plan 17, Occ. Code 18. Grade/Level 19. Step/Rate 20. Total Salary/Award 21. Pay Basis
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20A. Basic Pay 20B. Locality Adj. 20C. Adj. Basic Pay 20D. Other Pay
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22. Name and Location of Position's Organization
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24. Tenure 25. Agency Use 26. Veterans Preference for RIF
1 - Permanent 3 - Indefinite 8
28, Annuitant Indicator
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46. Employing Department or Agency

ENVIRONMENTAL PROTECTION AGENCY

47. Agency Code 48. Personnel Office ID 49. Approval Date

EP 00 3216 01-11-04 PERSONNEL MGMT SPECIALIST.

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27, FEGU	_		28. Annult	ant Indicat	or			29, Pay Hate	e Determinant
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34. Position Occupied	35. FLSA Catego		36. Appro	orlation Co	ode	STATE OF THE PARTY		37. Bargain	Ing Unit Status
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38. Duty Station Code	39. Duty Station (City - Coun	ty - State or	Overseas i	Location)				
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50. Signature/Authentication and Title of Approving Official 48. Employing Department or Agency FNYTRONIJENTAL PROTECTION AGENCY
47. Agency Code 48. Personnel Office ID 49. Approval Date ED. 00 5-Part 50-316



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1. Name (Last, First, Middle)					2. Social Security Number 3. Date of Birth 4. Effective Date						
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46. Employing Department or Agency		50. Signature/Authentication and Title of Approving Official	
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47. Agency Code 48. Personnel Office ID	49. Approval Date	Tratica Fleman	9.5
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46. Employing De	partment	or Agenc	у				50. Signa	ore/Auti	hentication and	Title of Approv	ng Official			
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47. Agency Code	44	J. Person	inel Office ID	49. App	proval Date		19	UM	ijia X	ruma	1			

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46. Employing Department or Agency

ENVIR ONMENTAL PROTECTION AGENCY

47. Agency Code | 48. Personnel Office ID | 49. Approval Date | PERSONNEL MENT SPECIALIST



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. Name (Last, First, Middle)	2. Social Security Number 3. Date of Birth 4. Effective Date								
KENNY, SHANNON C.	(b) (6) 01-12-03								
FIRST ACTION	SECUNDACTION								
-A. Code 5-B. Nature of Action	6-A. Code 6-B. Nature of Action								
B94 PAY ADJ									
-C. Code 5-D. Legal Authority	6-C, Code 6-D, Legal Authority								
OWM REG 531-205									
-E. Code 5-F. Legal Authority	6-E. Code 6-F. Legal Authority								
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FROM: Position Title and Number	15. TO: Position Title and Number								
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4. Name and Location of Position's Organization	22. Name and Location of Position's Organization								
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38. Duty Station Code	39. Duty Station (City - Coun	ty - State or Overseas Location)	

WASHINGTON-11-0010-001 **40. AGENCY DATA** 42. 06-04-00 06-02-02 001 45. Remarks

SALARY INCLUDES A GENERAL INCREASE OF 3-1 PERCENT AND A LOCALITY PAYMENT APPLICABLE IN THIS AREA-

46. Employing Department or Agency 50, Signature/Authentication and Title of Approving Official ENVIRONMENTAL PROTECTION AGENCY 48. Personnel Office ID 49. Approval Date 47. Agency Code MGMT SPECTALIST EP 00 3216 01-12-03 PERSONNEL sable After 6/30/93 5-Part 50-316 7540-01-333-6238

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50. Signature/Authentication and Title of Approving Official 46. Employing Department or Agency ENVIRONMENTAL PROTECTION AGENCY 47. Agency Code 48. Personnel Office ID 49. Approval Date ot Usable After 6/30/93 ISN 7540-01-333-6238



45. Remarks



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NOTIFICATION OF PERSONNEL ACTION

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POSITION IS AT THE FULL PERFORMANCE LEVEL.
SERVICE COUNTING TOWARD CAREER TENURE FROM 06-04-00 ...

46. Employing Department or Agency	50. Signature/Authentication and Title of Approving Official
ENVIRONMENTAL PROTECTION	N AGENCY of Rith
47. Agency Code 48. Personnel Office ID 49. Ap	Approval Date Huncine Durch
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FULL PERFORMANCE LEVEL OF EMPLOYEE'S POSITION IS GS-13.

46. Employing Department or Agency

ENVIRONMENTAL PROTECTION AGENCY

47. Agency Code | 48. Personnel Office ID | 49. Approval Date | PERSONNEL MGMT SPECIALIST |

EP 00 | 3216 | 06-01-01 | PERSONNEL MGMT SPECIALIST |

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THE HAITING PERIOD FOR YOUR NEXT HITHIN-GRADE INCREASE IS 52 WEEKS
FROM THE ABOVE EFFECTIVE DATE. THIS PERIOD CAN BE CHANGED BY AN EQUIVALENT INCREASE ACTION, EXTENDED LEAVE WITHOUT PAY, OR NON-WORK DAYS IF
INTERMITTENT.

46. Employing Departm	ent or Agency		50. Signature/Authentication and Title of Approving Official	
ENVIRONNE	NTAL PROTECT	ION AGENCY		7-
47. Agency Code	48, Personnel Office ID	49. Approval Date		
EP 00	3216	06-03-01	PERSONNEL MOMT SPECIALIST	



Standard Form 50-B
Rev. 7/91
U.S. Office of Personnel Management
FPM Supp. 298-33, Subch. 4

1. Name (Last, First, Middle)	2. Social Security Number 3. Date of Birth 4. Effective Date
KENNY, SHANNON C.	(b) (6) 06-05-00
FIRST ACTION	SECOND ACTION
5-A. Code 15-B. Nature of Action	6-A. Code 6-B. Nature of Action
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5-C. Code 5-D. Legal Authority	6-C. Code 6-D. Legal Authority
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5-E. Code 5-F. Legal Authority	6-E. Code 6-F. Legal Authority
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EMPLOYEE DATA	
23. Veterans Preference	24. Tenure 25. Agency Use 26. Veterans Preference for R
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SELECTED FROM WAET-0-2635 . DATED 05-25-00

*PREVIOUS RETIREMENT COVERAGE:

Rev. 7/91			· .									
U.S. Office of Personnel Manage FPM Supp. 298-33, Subch. 4	ement	NO.	TIFICATIO	N OF P	ERSO	NNEL A	CTION					
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46. Employing Department of ENVIRONIA	* *	FION AGENCY	50, Signature/Authentication and Title of Approving Official
47, Agency Code	48, Personnel Office ID	49. Approval Date "	Jung Keen Carry
EP 00	3216	06-02-00	PERSONNEL FIGHT SPECIALIST
			t Usable After 6/30/9 SN 7540-01-333-623

OPTIONAL APPLICATION FOR FEDERAL EMPLOYMENT - OF 612

You may apply for most jobs with a resume, this form, or other written format. If your resume or application does not provide all the information requested on this form and in the job vacancy announcement, you may lose consideration for a job.

_	Job title in announcement Environmental Protection Specialist Last name Kenny Mailing address	2 Grade(s) applying for 11 First and middle names Shannon Carol	3 Announcement number WA-LS-4-0028 5 Social Security Number (b) (6)
	(b)	(6)	7 Phone numbers (include area code) Daytime (b) (6) Evening

WORK EXPERIENCE

- 8 Describe your paid and nonpaid work experience related to the Job for which you are applying. Do not attach job descriptions.
- Job title (if Federal, include series and grade)

 Associate

٠,	Associate
	,

From (MM/YY) 06 1999	To (MM/YY) 01 2000	Salary \$36,400	per year	Hours per week 40
Employer's name as Worked at US EPA Division, through a c	on Sustainable Industry F	rogram in the Office o	of Policy, Industry Sector Policy	
Environmental Care	ers Organization, 179 So	uth Street, Boston, M	A 02111	•

Describe your duties and accomplishments

- -Worked at US EPA on Sustainable Industry Program in the Office of Policy, Industry Sector Policy Division.
- -Please see attached page for duties and accomplishments.

	Job title (if Federal, include series and grade)
2)	National Network for Environmental Studies Fellow

From (MMYY) 05 1998	To (MM/YY) 05 1999	Salary \$32,500	per	Hours per week	
Employer's name and addr US EPA, Office of Policy, In 401 M Street, SW, Washing	ess Idustry Sector Policy Division	• • •	year	40. (b) (6)	phone number

Describe your duties and accomplishments

- -Worked at US EPA on Sustainable Industry Program In the Office of Policy, Industry Sector Policy Division.
- -Please see attached page for duties and accomplishments.

Optional Form 612 (September 1994)

7	Supervisor's name and phone number (b) (6)
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per hour	Hours per week 40 Supervisor's name and phone numbe
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NSN 7540-01-351-9178

Optional Form 612 (September 1994) U.S. Office of Personnel Management



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	12	Colleges and un	iversities atte	ended. (Do not attach	a copy of your tre	inscript unles	ss requested			
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		Durham		NC	20005 -	48			•	ment	after 05/14/2000
	2)	The University of	Texas								
		Austin	,	TX	78712 -	112		Zoology		B.S.	1996
	3)	Trinity University			■ U _{de}						
		San Antonio	•	ΓX	78212 -	29					
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Shannon Carol Kenny, Supplement to OF-612, Page 1 of 11

SUPPLEMENT TO OF-612

Job Title: Environmental Protection Specialist Announcement Number: WA-LS-4-0028

Grade Applying for: 11

Name: Kenny, Shannon Carol

QUESTION #8 - WORK EXPERIENCE (continued from OF-612)

Job #1 - Description of duties and accomplishments:

Job Title: Associate

Dates of Employment: 06/1999 - 01/2000

Salary:

Hours per week: 40

Organization: Worked for the Industry Sector Policy Division of the US EPA Office of Policy through a

contract with the Environmental Careers Organization, 179 South St., Boston, MA 02111

Supervisor:

- Paid GS-9 equivalent salary.
- Worked on EPA's Sustainable Industry program with the shipbuilding & repair industry sector in the Office of Policy, Industry Sector Policy Division.
- Gained 8 months specialized experience in the federal government that included evaluating and analyzing environmental protection programs, policies & regulations; assessing the feasibility, practicality, effectiveness and benefits of environmental programs; applying analytical techniques in resolving problems of environmental protection; communicating information orally and in writing to management; and assisting in the development of environmental programs.
- Reviewed, analyzed, and evaluated EPA regulations & policies regarding the shipbuilding & repair industry. Also reviewed, analyzed, and evaluated Department of Defense, Department of Commerce, and Department of Transportation regulations & policies regarding the shipbuilding & repair industry. Evaluated economic and environmental impact of federal regulations & policies regarding the shipbuilding & repair industry.
- Used knowledge, skills and experience in environmental policy & science to review and analyze regulations, policies, guidance and procedure of a policy nature for the shipbuilding & repair industry. Prepared charts, analytical reports, and briefing materials for management on EPA regulations & policies relating to the shipbuilding & repair sector.
- Analyzed important environmental information regarding the shipbuilding & repair industry, including types of pollutants emitted and trends in pollutant emissions data.
- Worked with individuals and organizations from the government, special interest groups and the regulated industry to gather viewpoints and analyze important environmental information regarding the shipbuilding & repair industry. Gathered information from and discussed issues with these stakeholders through telephone calls, in-person meetings, and conferences. Visited more than thirty shipyards to gain a better understanding of the day-to-day operations of this industry sector and discuss the environmental Impact and trends in environmental releases at shipbuilding & repair facilities with shipyard managers. Identified key Issues with stakeholder groups and performed further research and analysis on these issues. Helped prepare for and moderate a conference of shipyard environmental managers to build consensus on key environmental issues.



Shannon Carol Kenny,
Supplement to OF-612, Page 2 of 11

 Identified and considered options for solving environmental problems in the shipbuilding & repair industry. Evaluated economic and environmental impact of policy options suggested by individuals and organizations from the government, special interest groups and the regulated industry.

Reviewed, analyzed and recommended modifications to plans and programs developed by the Federal government designed to implement various provisions of Federal environmental impacts of all modifications. Recommended modifications to federal programs which would encourage or provide incentives for the use of innovative environmental technology in the shipbuilding.

- Played a key role in the development of team recommendations for a policy development document
 proposing environmental stewardship options for the shipbuilding & repair industry sector. Presented
 document in written format to management and outside audiences, including individuals from the
 government, special interest groups and the regulated industry. Orally presented proposal from
 interest groups and the regulated industry. Led discussion of important material from the proposal
 document at a large meeting of shipyard environmental managers and shipyard CEOs.
- Developed policies for a new environmental program for the shipbuilding & repair industry integrating elements of economics, environmental science, and statistics.
- Helped develop oral communications and outreach policy for EPA's Sustainable Industry program with the shipbuilding & repair industry.
- Helped develop written communications and outreach policy for EPA's Sustainable Industry program
 with the shipbuilding & repair industry.
- Helped develop communication program, including written materials for use by EPA's Sustainable Industry program with the shipbuilding & repair industry. Materials created include brochures and briefing packages.
- Helped develop communication program, including internet materials for use by EPA's Sustainable Industry program with the shipbuilding & repair industry. Helped design and maintain web site for all Industry Sector Policy Division programs.
- Implemented EPA's Sustainable Industry program's outreach efforts with the shipbuilding & repair
 industry. Promoted participation by the regulated Industry in the program through telephone calls, meetings,
 and distribution of written outreach materials.
- Made oral presentations to team members, other peers, managers in the organization, and high level officials in private organizations regarding EPA's Sustainable Industry program's history and current work with the shipbuilding & repair industry.
- Used audiovisual aids such as overheads and computer graphic projections during oral presentations.
- Led discussions with audiences or groups outside the organization at public meetings and
 question and answer sessions regarding EPA's Sustainable Industry program's work with the
 shipbuilding & repair industry. Led discussion of economic and environmental trends in the
 shipbuilding & repair industry at a large meeting of shippard environmental managers and shippard
 CEOs.



Shannon Carol Kenny,

Supplement to OF-612, Page 3 of 11

Job #2 - Description of duties and accomplishments:

Job Title: National Network for Environmental Studies Fellow

Dates of Employment: 05/1998 - 05/1999

Salary:

Hours per week: 40

Organization: Industry Sector Policy Division, US EPA Office of Policy, 401 M St. SW, Washington, DC

Supervisor:

Paid GS-9 equivalent salary by US EPA.

Worked on EPA's Sustainable Industry program in the Office of Policy, Planning and Evaluation.

Gained 12 months specialized experience in the federal government that included evaluating and analyzing environmental protection programs, policies & regulations; assessing the feasibility, practicality, effectiveness and benefits of environmental programs; applying analytical techniques in resolving problems of environmental protection; communicating information orally and in writing to management; assisting in the development of environmental programs.

Reviewed and analyzed EPA regulations & policies regarding several industry sectors, including the air transportation industry, the textile industry, the pharmaceutical industry, and the shipbuilding & repair Industry. Prepared charts, analytical reports, and briefing materials for management on EPA regulations & policies relating to these sectors. Presented policy recommendations relating to these sectors to management in written and oral format.

Analyzed important environmental information regarding the air transportation industry, including significant emissions and trends in emissions.

Analyzed important environmental information regarding the textile industry.

Analyzed important environmental information regarding the pharmaceutical industry.

Analyzed important environmental information regarding the shipbuilding & repair industry.

Worked with Individuals and organizations from the government, public and special interest groups and the regulated industry to gather viewpoints and analyze important environmental information regarding the air transportation industry. Contacted officials from the federal government (including EPA, the Department of Energy & the Department of Transportation), public institutions (including university scientists), special interest groups (including the National Resource Defense Council & the Clean Airports Project) and within the regulated community (including representatives of five trade associations and four airports). Gathered information from and discussed issues with these officials through telephone interviews and meetings.

Worked with individuals and organizations from the government, public and special interest groups and the regulated industry to gather viewpoints and analyze important environmental Information regarding the textile industry and pharmaceutical industry. Contacted officials from the federal government (including EPA, the Department of Energy & the Food & Drug Administration), public institutions (including university scientists), special interest groups (including the National Resource Defense Council) and within the regulated community (including representatives of three trade associations and five companies). Gathered information from and discussed issues with these officials through telephone interviews and meetings.

Worked with individuals and organizations from the government, special interest groups and the regulated industry to gather viewpoints and analyze important environmental information regarding the shipbuilding & repair industry. Contacted officials from the federal government (including EPA, the Department of Defense & the Department of Transportation), state and local government (including Washington State Department of Environment & Texas Natural Resources Commission), public institutions (including university scientists), special interest groups (including the National Resource Defense Council, Toxinformer & the Pollution Prevention Resource Center) and within the regulated community (including representatives of two trade associations and more than forty companies). Gathered information from and discussed issues with these stakeholders through



telephone interviews, meetings, and conferences.

DEMO

 Analyzed data and prepared a formal report related to current environmental protection programs for the air transportation industry.

- Assessed the feasibility, practicality, effectiveness and benefits of a new environmental program
 with the air transportation industry integrating elements of economics, environmental science, and
 statistics. This analysis served as the basis for future academic work at Duke University. In April 2000, I
 completed my Master's Thesis on "An Evaluation of the Air Transportation Industry as a Candidate for
 EPA's Sustainable Industry Program.
- Assessed the feasibility, practicality, effectiveness and benefits of a new environmental program
 with the textile industry integrating elements of economics, environmental science, and statistics.
- Assessed the feasibility, practicality, effectiveness and benefits of a new environmental program
 with the pharmaceutical industry integrating elements of economics, environmental science, and
 statistics.
- Analyzed data and prepared a report related to current environmental protection programs for the shipbuilding & repair industry.
- Assessed the feasibility, practicality, effectiveness and benefits of a new environmental program
 with the shipbuilding & repair industry integrating elements of economics, environmental science,
 and statistics.
- Played a key role in the development of team recommendations regarding selection of a new sector to
 work with EPA's Sustainable Industry program. Evaluated the costs and benefits of a new environmental
 program with four industry sectors (air transportation industry, textile industry, pharmaceutical industry, and
 shipbuilding & repair industry) and compared the results for each industry. Developed a recommendation
 for action based on these cost benefit studies.
- Used knowledge, skills and experience in environmental policy & science to review and analyze regulations, policies, guidance and procedures of a policy nature for the shipbullding & repair industry.
- Identified and considered options for solving environmental problems in the shipbuilding & repair industry.
- Played a key role in the development of team recommendations for a policy development document proposing environmental stewardship options for the shipbuilding & repair industry sector.
- Reviewed, analyzed and recommended modifications to plans and programs developed by Federal government designed to implement various provisions of Federal environmental requirements for the shipbuilding & repair industry.
- Developed policies for a new environmental program for the shipbuilding & repair industry integrating elements of economics, environmental science, and statistics.
- Assessed impact of previous communications and outreach materials developed by EPA's Sustainable Industry program.
- Assessed need for new communications and outreach program in EPA's Sustainable Industry program.
- Helped develop new written & oral communications and outreach policy for EPA's Sustainable Industry program with the shipbuilding & repair industry.
- Helped develop communication program, including written materials for use by EPA's Sustainable Industry program with the shipbuilding & repair industry. Materials created include brochures and briefing packages.
- Helped develop communication program, including internet materials for use by EPA's Sustainable Industry program with the shipbuilding & repair industry. Developed content for new web site relating to shipbuilding & repair sector Sustainable Industry program.
- Implemented EPA's Sustainable Industry program's outreach efforts with the shipbuilding & repair industry. Contacted industry sector representatives to promote participation in the Sustainable Industry program.
- Made oral presentations to team members, other peers, and managers in the organization.
- Used audiovisual aids such as overheads and computer graphic projections during oral presentations.



Shannon Carol Kenny, (b) (6)

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Job #3 - Description of duties and accomplishments:

Job Title: Litigation Section Clerk
Dates of Employment: 12/1996 - 08/1997

Salary: (b) (6)

Hours per week: 40

Organization: Fulbright & Jaworski, L.L.P., 1301 McKinney, Suite 5100, Houston, TX 77010

Supervisor: (b) (6)

Provided scientific support to law firm handling groundwater contamination lawsuits.

 Gained 9 months specialized experience that included applying analytical techniques in resolving problems of environmental protection and communicating information orally and in writing to management.

 Reviewed and analyzed EPA and state regulations, policies, and procedures for disposal of hazardous waste. Provided guidance of a technical nature as to whether these requirements had been met by a particular waste disposal company.

Reviewed and analyzed EPA and state regulations for allowable levels of pollutants in drinking
water supplies. Provided guidance of a technical nature as to whether these requirements had
been violated in a particular community.

 Reviewed, analyzed, and summarized scientific and technical information and literature regarding environmental protection measures utilized by a particular waste disposal company.

 Reviewed, analyzed, and summarized scientific and technical information and literature regarding potential health effects of contaminants found in monitoring wells in a particular community.

Collected and analyzed data regarding the disposal of hazardous waste in a particular community.
 Prepared reports related to this data.

Analyzed important environmental information regarding waste disposal in a particular community.

Prepared plain English summaries of complex technical scientific environmental issues for a
non-technical audience. Issues summarized include how the flow of pollutants through groundwater
can be modeled, how specific machinery at industrial facilities works, health effects of various
groundwater pollutants, and how risk to community from pollutants in groundwater is determined.

 Worked with individuals and organizations from the government, public and special interest groups and the regulated industry to gather viewpoints and analyze important environmental information regarding the disposal of hazardous waste in a particular community.



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Job #4 - Description of duties and accomplishments:

Job Title: Wildlife Interpreter

9:31AM

Dates of Employment: 03/1995 - 10/1995

Salary: (b) (6)

Hours per week: 40

13. 2000

Organization: Bat Conservation International, 500 N. Capital of Texas Highway, Austin, TX 78746

Supervisor (b) (6)

 Gained 7 months specialized experience that included applying analytical techniques in resolving problems of environmental protection and communicating information orally and in writing to management.

- Reviewed, analyzed, and summarized scientific and technical information and literature regarding environmental issues related to the conservation of bat species. Utilized expertise I had gained during extensive field work with bats.
- Prepared plain English summaries of this complex technical scientific environmental issues regarding environmental issues related to the conservation of bat species for a non-technical audience.
- Analyzed important environmental information regarding environmental issues related to the
 conservation of bat species. Information included quality of habitat and viability of populations in the
 State of Texas.
- Worked with individuals and organizations from the public and special interest groups to gather viewpoints and analyze important environmental information regarding environmental issues related to the conservation of bat species.
- Worked on the implementation of communication and outreach strategy and media campaign for the environmental program of a not-for-profit organization.
- Recognized as a principal contact person to explain the organization's position on environmental issues relating to the conservation of bat species.
- Made frequent oral presentations to peers, managers in the organization, and audiences
 outside the organization, including the public and special interest groups.
- Used audiovisual aids such as overheads, slides, and computer graphic projections during oral presentations.
- Led discussions with audiences or groups outside the organization at public meetings and question and answer sessions on a regular basis.

OF69 - Rev 9/19 Office of Personnel Management FPM Chapter 334 EFA Version (05-97) HQ-611.17-18N

ASSIGNMENT AGREEMENT

Title IV of the

Intergovernmental Personnel Act of 1970

(5 U.S.C. 3371 - 3376)

IN	STRUCTIONS
This agreement constitutes the written record of the obligations and responsibilities of the putties to a temporary assignment arranged under the provisions of the Intergovernmental Personnel Act of 1970.	Within 15 days of the offective date of the assignment.
The term "State or local government," when appearing this form, also refers to an institution of higher education, an Indian tribal government, and any other eligible organization. Uspics or the completes and signed agreement should be retained by each signatory. PART 1-NATURE OF THE ASSIGNMENT AGREEMENT	Washington, DC 20044 on Procedural questions on completing the assignment (agreement form or on other aspects relating to the (mobility program chould be addressed to either mobility (program coordinators in each Federal agency or to the
PART 2-THEYDMENTON OF	(1 Modification () Extension
PART 2-INFORMATION ON PARTICIPATING EMPLOYEE 4. Name (Last, First, Middle)	
Kenny, Shannon C.	3. Social Security Number (b) (6)
4. Home Address (Street, City, State, Sip Code) (b) (6)	5 A. Have you ever been on a mobility assignment? [] YES [X] NO 5 B. II "YES", date of each assignment (Month and Year) FROM: To:
PART 3-PARTIES TO THE AGREEMENT	
S. Federal Agency (List office, bureau or standing count which is party to the agreement) ISEPA, Office of Administration and Sesources lanagement	7. State of local Government (identify the governmental agency) Trachtenberg School of Public Policy and Public Administration The George Washington University
. Is assignment being made through a faculty fellows togram? If yes, give name of program.	· (x) YES () NO
At year gree name of program.	
rachtenberg School of Public Policy and Public Bminastration no George Washington University	
RT 4-POSITION DATA	

A-Position C	currently Held				
. Employment Office Name and Address ISEPA Headquarters Illiam Jefferson Clinton Building 200 Pennsylvania Ave, NW Washington, DC 20460	10. Employee's Position Title Senior Advisor to the Deputy Assistant Administrator				
easnington, be 20400	12. Immediate Supervisor (Name and Title)			
	(b) (6)				
2-Type of Cur	rent Appointment				
(thank appropriate box.)	14. State and	d Local Employees			
[] Career Competitive Indicates GS Leve] [X] Other (Specify) Senior Executive Service	State or Local Annual Salary	Original Date Employed by the Stale or Local Covernment			
C-Position to Which	Assignment Will Be Made				
Employment Office Name and Address The Trachtenberg School of Public Policy and Public Administration Media and Public Affairs Building BOS 21" Street, NW Suite 601	16. Assignee's Position Title Federal Executive Fellow	17. Office Phone No. (202)994- 6295			
Washington, DC 20052	18. Immediate Supervisor				
		(b) (6)			
		50 69			

RT 5-TYPE OF ASSIGNMENT Check Appropriate 802	***************************************		
On detail from a Fede	ral agency	20. Period of Assignment	Month, Day, Year)
On leave without pay	from a Federal agency	FROM: 13724/2017	TO: 12/22/2018
On detail to a Federa	1 sacrat agency		
] On appoi ntment in a F	edecal areano		

- 2). Indicate the reasons for this mobility assignment and discuss how the work will benefit the participating
- how the employee will be utilized at the completion of this assignment.

Shannon Kenny will conduct policy research related to emerging and persistent environmental problems and gain insights goared toward improving efficiency and effectiveness of government programs. Shannon will engage with internationally regarded faculty and high-achieving graduate students who specialize in a diverse set of public administration and policy fields, including public administration and management and public policy analysis, for which the Trachtenberg School of Public Policy and Public Administration ranks in the US News and Workd Report top 20. Shannon will also advise and teach graduate students. Shannon will report directly to the Director of the Trachtenberg School, Dr. Kathy Newcomer.

Shannon's IPA to the School serves a sound public purpose. The School is a highly respected organization with an extensive network of connections in the government, nonprofit, and private sectors. EPA will benefit from Shannon's research on environmental policy matters and by Shannon's exposure to a range of contacts and experiences that will expand her managerial Ekills, including expertise in the transfer and use of new approaches to solving governmental problems. Shannon will apply findings of her research and her homed skill sets at the Agency when she returns and she will be positioned well to help solve challenges EPA faces when she

The parties agree that in the course of her assigned IPA duties, Shannon may have the occasion to interact with other federal agencies or federal officials. She may do so consistent with 18 USC



22. List the major duties and responsibilities to be performed while on the mobility assignment. Attach an PART 7-POSITION DESCRIPTION accurate current description of the position being filled through the IPA assignment.

- Research on environmental policy matters.
- Advising and teaching graduate students.
- Networking with other federal agencies, public policy research organizations, academics and "good government" thank tanks.

T 8-EMPLOYEE BENEFITS	24. Special Pay Conditions (Indicate any condition
Rate of Basic Pay	rest could increase the assigned employee a
	compensation during the assignment period)
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164,036	

25. Leave Provisions (Indicate the annual and sick leave benefits for which the assigned employee is cliaible. specify the procedures for reporting, requesting and recording such leave)

Employee's leave and benefits are to remain unaffected by this LPA. Assignee will be governed by the provisions of EPA annual and sick leave policy, heave and times will be reported by the assignee to the host and to EPA on a biweekly basis, and with concurrence of the host that the reported hours reflect the hours worked, approved by the DAA of the Office of Administration and Resources Management, through EPA's enterprise payroil processing system (People Plus). Assignee will verify leave requests via email that are sent to both her EPA and GWU supervisors.

PART 9-FISCAL OBLIGATIONS

Identify, where appropriate, the office to which invoices and time and affendance records should be sent:

26. Federal Agency Obligations (If paying more then 50 27. State or Local Government Agency Obligations percent of a Federal employee's salary beyond a 6-month period, specify rationale for cost-sharing decision.

USEPA will cover 100% pf the employee's salary and benefits and mobile device.

The George Washington University will supply everhead such as office space, phone, desktop computer and online access.

PART 10-CONFLICTS OF INTEREST AND EMPLOYEE CONDUCT

- Applicable Federal, State or local conflict-of-interest laws have been reviewed with the employee to assure that conflict-of-interest situations do not in advertently arise during this
- IX1 29. The employee has been notitied of laws, rules and regulations, and policies on employee conduct which apply to him/her while on this assignment. convertation wom rainey on 12/8/17

PART 11-OPTIONS

- 30. Indicate coverage of "N.A." if not applicable
- A. Federal Employees Group Life Insurance
- 121 Covered

1] N.A.

31. State or Local Agency Benefits (Indicate all State caployed benetits that will be retained by the State of local agency employee being assigned to a Federal agency. Also isclude a Statement cortifying coverage in all State and local employee benefit programs that are elected by the Bederal employee on leave without pay from the Federal Agency to a Stille of local Adency.)

N/A

- Federal Civil Service Retirement
- [X] Covered

{ } ₽.A.

- c. Federal Employee Health Benefits
- Other Benefits (Indicate Any other employee benefits to be made part of this agraement)

N/A



PART 12-TRAVEL AND TRANSPORTATION EXPENSES AND ALLOWANCES

33. Indicate: (1) Whether the Federal agency or State of Local agency will pay travel and transportation expenses to, from, and during the assignment as specified in Chapter 334, of the Federal Personnel Manual, and (2) which travel and relocation expenses will be included.

Assignment location is in the DC area; no relocation expenses are necessary. No travel expenses are anticipated unless employee is representing EPA at a conference or meeting outside the DC area.

PART 13-APPLICABILITY OF RULES, REGULATIONS AND POLICIES

14. Check Appropriate Boxes

See addendum to agreement for shadhon kenny

Lagree to complete my public financial disclosure report in INTEGRITY by May 15 of the calcindar year. This report will cover the preceding calendar year. I further agree to file any necessary periodic transaction reports in INTEGRITY and understand that I am obliged to complete EPA ethics training each year. Because I am career SES. I understand that I remain subject to the further restrictions of the Hatch Act while I am on this IPA assignment.

PART 14-CERTIFICATION OF ASSIGNED EMPLOYEE In signing this agreement, I destify that I understand the terms of this agreement and agree to the rules, regulations and policies as indicated in Part 13 above. 35. Location of Assignment (Name of Organization) The Trachtenberg School of Public Policy and Public Administration 36. Date (Month, Day, Year) From: To: The George Washington University 12/24/2107 12/22/2018 37. Signature of Assigned Employee 38. Date of Signature (Month, Day, Year) 12-11-17 PART 15-CERTIFICATION OF APPROVING OFFICIALS

In signing this agreement, we certify that:

- the description of duties and responsibilities is current and folly and accurately describes those of
- this assignment is being entered into serve a sound, mutual public purpose and not solely for the
- at the completion of the assignment, the participating employee will be returned to the position he ar she occupied at the time this agreement was entered into or a position of like seniority, status and pay.

Signature of Authorizing Officer	Typed Same and Title	Pate of Signature
State of 10.	· · · · · · · · · · · · · · · · · · ·	(Monch, Day, Year)
Local Government Author Mucans Agency	Dr. Kathryn E. Newcomer,	12/14/1
	The Trachtenberg School of Public Policy and Public Administration	1 / / /
	Professor of Public Policy and Public Administration The George Washington University	
	The George Washington University	

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42.	Donna Vizian	
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igency A _ /	Administrator	
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concurring from the there	Office of Human Resources	
official (Control	Dirice of Admin	

Sections 3373 and 3314. Assignment of Employee To or From State or Local Governments, of Title 5, U.S. Code, authorizes collection of this information. The data will be used primarily to formally document and record your temporary assignment to or from a State or local government, institution of higher education, Indian tribal government, or other eligible organization. This information may also be used as the legal basis for personnel and financial transactions, to identify you when requesting information about you, e.g., from prior lemployers, educational institutions, or law enforcement agencies, or by State, local, or Federal income taxing agencies.

Solicitation of your Social Security Number (SSN) is authorized by Executive Order 9397, which permitted use of the SSN as an identifier of individual records maintained by Federal agencies. Furnishing your SSN or any other data requested is voluntary. However, failure to provide any of the requested information may result in your being ineligible for participation in the Intergovernmental Assignment Program.

Automated Standard Form 52 U.S. Office of Personnel Management FPM Supp. 296-33, Subch. 3

REQUEST FOR PERSONNEL ACTION

FPPS 12/7/17

PART A - 1. Action Red Reassignn	quested	ting Offic	e (Also com	olete Part	B, Items	1, 7-22,	32, 33, 36	and	39.)					equest Numb RM-18- (
3. For Addition		nation Call (i	Name and Telep	hone Numbe	er)								4. Рг	oposed Effec	ctive Date
John Showm	an, Acting	DAA, OAR	Touch	مريد	12/4	:/17	Donna J.	(Viziar	Priń ۱/۸	cipal De	eputy A	ssistant A	dminist	ind Concurre trator, OARI 12/6/	
	For Prest, First, M	paration ((iddle)	of SF 50 (Us	e only cod	des in FI		ement 29	2-1 , .	Show b	all'dai	les in . 3 Date	<i>month-d</i> of Righ		ar order.) tive Date	״
KENNY FIRST AC	CTION		Shannon			С	SECO	ND A	ACTI	ON			10	-10-1	(
5-A. Code 72	B. Nat-	ure of Action	1				6-A. Cod	e	6-B.	Nature o	of Actio	n			
5-C, Code V5M		al Authority		a)(j)(j	A)		6-C. Code	6-C. Code 6-D. Legal Authority							
5-E. Code	5-E. Code 5-F. Legal Authority						6-E. Code	Code 6F. Legal Authority							
7. FROM:				****			15. TO:	Posi	tion T	itle and	d Num	ber		18002	
Principal De	eputy Ass	ociate Adı	ministrator							•		5U2 54		ie Day	2~57
8. Pay Plan 9. 0	occ Code I	0. Grade or Level	II. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan ES	314	cc Code	18. Grade		19. Step or Ra	ie 20. 1	Total Salary/Award	21. Pay Basis
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(Note to Superviso	rs: Do you know of additional or conflicting reasons for the er	mployee's	resigna	tion/retirement?		☐ YES	∐ NO	
	If "YES", please state these facts on a separate sheet and a	attach to S	F 52.)					
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PART E - Em	ployee Resignation/Retirement	ans Ant S	tataman	. +				
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8. SUPEI	RVISORY STATUS									
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b. Signature 10. OFFICIAL CL	ASSIFICATION CERTIFICATION: Le the U.S. Office of Personnel Management or. i	ertify that this position	has been classified/gr	ded as required	by Title 5. U.S. C	f. Date 12/6	17 nance with			
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11. REMARKS				U						

SENIOR POLICY ADVISOR TO THE DEPUTY ASSISTANT ADMINISTRATOR ES-340

INTRODUCTION

This position is located within the Immediate Office of the Assistant Administrator for Administration and Resources Management. As a Senior Policy Advisor to the Deputy Assistant Administrator (DAA), the incumbent works directly with the DAA and other senior level officials. The position functions as one of the top career managers; and as such, provides advice and counsel on policy and strategic development; organizational planning and coordination; and manages matters as they relate to the areas of responsibilities within the Agency.

MAJOR DUTIES AND RESPONSIBILITIES

- The incumbent serves as Senior Policy Advisor to the Deputy Assistant Administrator. As advisor
 to the Deputy Assistant Administrator, the incumbent will work with the Agency's and OARM's
 management team to enhance the efficient administration and operations of the Agency and
 the effective implementation of the Agency's and OARM's overall agenda.
- 2. Provides advice to the Deputy Assistant Administrator and identifies problem areas, develops and recommends solutions to administrative, operational, and programmatic issues. Arranges for the implementation of specific solutions developed, including making action assignments to the appropriate organizational elements.
- 3. Establishes contacts at the highest official levels in order to develop information, evaluate findings, and prepare reports incorporating conclusions and specific recommendations. Provides information to the Deputy Assistant Administrator through personal briefings. In doing so, applies a broad and comprehensive knowledge of problems involved in effective relationships across the Agency.
- 4. Advises the Deputy Assistant Administrator on the involvement of program offices and the regions, or the consideration of regional and program offices views and needs, in all aspects of OARM's work. Assists in assuring regional and program participation in decision-making processes, assessing the impact of Headquarters actions on Regional and program operations and in resolving problems.
- 5. Performs a variety of assignments associated with the operation of the Agency. Reviews and coordinates sensitive reports, documents and other materials of special importance and concern to the Deputy Assistant Administrator to ensure that they are prepared in accordance with and reflect the Agency and OARM's agenda. Identifies critical operational and programmatic issues or problems which require the immediate and personal attention of the Deputy Assistant Administrator and recommends appropriate courses of action regarding the necessary interface with appropriate officials.
- 6. Represents OARM at various task force, panel and committee meetings as an expert, recognized by peers, at all levels of government. Incumbent is empowered to speak for OARM and to commit OARM to tasks and deadlines.



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- 7. Provides advisory services to the PDAA and OARM Office Directors as to future OARM program direction. Incumbent most consider the various major programs of OARM and provide advice having impact upon long-range plans, relative priorities and resource allocations.
- 8. Performs other related duties of a close and confidential nature as required.

SUPERVISORY CONTROLS

Receives broad general direction and guidance from the Deputy Assistant Administrator. Within this framework, the incumbent is allowed wide latitude in the exercise of initiative and judgment in performing assigned duties in a highly independent manner. Work is subject to review only for attainment of overall objectives and compliance with broad agency objectives.



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Associate Administrator For Office of Policy ES-0340

INTRODUCTION

The Associate Administrator for Office of Policy, Office of the Administrator, serves as the principal advisor to the Administrator for coordination of Agency wide policies and economics that promote innovative approaches to protecting public health and the environment with responsibility for overseeing the testing of new and innovative approaches to environmental protection and related policy changes.

SUPERVISORY CONTROLS

Receives general direction and broad policy guidance from the Administrator/Deputy Administrator. Within this broad framework, duties are performed with maximum independence subject to review only for attainment of overall objectives and compliance with policies.

MAJOR DUTIES AND RESPONSIBILITIES

- 1. Serves as Counselor to the Administrator and Associate Administrator for the Office of Policy on all matters pertaining to environmental protection policy, and economic and innovative approaches to protecting public health and the environment. Serves as the primary link between the Administrator/Deputy Administrator and the regulated community on innovation policies and practices. Assures Agency wide integration of policies, strategic framework, new practices and approaches for innovation which result in increased achievements in environmental protection.
- 2. Serves as the point of contact for affecting the coordination of matters pertaining to policies and economics that promote innovative approaches to protecting public health and the environment.
- 3. Oversees the Agency's implementation of innovative activities to ensure new approaches and related policies are identified, designed, and tested by supporting program-specific approaches by other EPA offices. Identifies advantages and disadvantages, risks, and benefits associated with particular proposals; evaluates the various methods of implementing policy and program initiatives; and provides the Administrator/Deputy Administrator with authoritative analyses and recommendations. Provides advice and counsel on the need for change in the methods, procedures, and policies to strengthen the Agency's regulated authority. Recommendations are based on personal and group assessments, analyses, reports, general information, and other sources as supplemented by a continuous awareness of administrative or management policies, issues and programs.
- 4. Represents the Agency in providing advice and information to the Administrator/Deputy Administrator on innovative efforts and activities. With the responsible program and regional offices, the Associate Administrator identifies and seeks solutions to emerging innovation issues.
- 5. Oversees the coordination of innovative activities, work groups, and regional responses to specific issues. Responsible for the consistent application of national program policies by reinforcing existing administrative, procedural, and program policy mechanisms as well as through initiation of reviews of significant innovation activities of interest to the Administrator. Also, oversees on-site field visits which study, analyze and resolve problems of regional, sectional, and national scale.



- 6. Establishes and maintains working relationships with regional offices, program offices, stakeholders and partners. Recommends and coordinates personal involvement by the Administrator/Deputy Administrator in relations with state, county and local government officials. Works with the Regional Administrators to encourage the adoption of improved methods for dealing with small business and communities and to ensure that state and local perspectives are brought to bear in the development of specific EPA policy and program initiative.
- 7. Conducts briefings for the Administrator and/or her staff, Assistant Administrators, key program managers, or other officials as to the development of innovation, especially in terms of advance knowledge on controversial or sensitive issues.
- 8. Represents the Administrator and the Agency at all levels of government including Federal, State, municipal and county agencies and at private industry and citizen groups; provides information and advice on the Agency's innovation activities and programs and interprets existing and proposed plans and policies; and applies a broad comprehensive knowledge of problems involved in effective relationships between various government levels, private industry and citizenry in striving to promote plans and programs of special significance to the national environmental protection efforts. The incumbent stimulates interests, elicits support, works out agreements at all these levels and advises the Administrator on courses of action which should be taken.
- 9. Keeps alert and informed on current policies, programs and procedures of the Agency, and Congress. Prepares status reports and studies which pertain to problems of unusual breadth and intensity not normally within the purview of a specific statute or authority. Projects are generally far-reaching in impact, unique and require distinct and definite approaches. Makes recommendations to the Administrator/Deputy Administrator on comprehensive proposals for increasing the Agency's regulatory flexibility.
- 10. Exercises management responsibility over staff members, making assignments and determining duties and priorities, evaluating employee performance, recommending incentives, initiating corrective actions, assuring safety, keeping employees informed at all times, counseling employees, etc.
- 11. Exercises continuing responsibility to effectively support the Equal Employment Opportunity Affirmative Action Plan and communicating this support to subordinates, taking positive actions which will motivate and give opportunity to all personnel.
- 12. Performs other duties as assigned.



Pl 12/26/12

SF 52 (E~Forms 4.4) {} Rev. 7/91 U.S. Office of Personnel Management FPM Supp. 296-33, Subch. 3 REQUEST FOR PERSONNEL ACTION PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36 and 39.) 1. Actions Requested Recruit - SES Appointment 2. Request Number OP-2012-003 3. For Additional Information Call (Name and Telephone Number) acking No: 4. Proposed Effective Date Melissa Johnson 202-564-0411 **ASAP** 5. Action Requested By (Typed Name, Titler Signature, and Request Date) and Concurrence Date Michael Goo Associate Administrator, Office of Policy John E. Reeder Deputy Viates in month-day-year order.) PART B - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show a 1. Name 4. Effective Date SHOMMON KEMMY. FIRST ACTION -]-(wintelying)-(alicatelying)-(-5-A. Code 5-B. Nature of Action 6-A. Code 6-B. Nature of Action onu to SES Career Code 5-D. Legal Authority 6-C. Code 6-D. Legal Authority **USC** 33 5-F. Legal Authority 6-E. Code 6-F. Legal Authority 7. FROM: Position Title and Number 15. TO: Position Title and Number ENVERTHMENTAL PROTECTEDA Principal Deputy Associate Administrator 8. Pay Plan 9 Occ Code 10. Grade or Level 11. Step or 12. Total Salary 13. Pay Basis 16. Pay Plan 17, Occ. Code 21. Pav Basis 18. Grade or Level 19. Step or 20. Total Salary/Award ^{łate}ტა 65 *148 675 *140,259 ES 340 PA 00 12B. Locality Adj 2C. Adj. Basic Pay 12D. Other Pay 20A. Basic Pay 20C. Adj. Basic Pay 14. Name and Location of Position's Organization 22. Name and Location of Position's Organization 18010002 - USEPA, Office of the Administrator, Office of Policy, Immediate Some Office EMPLOYEE DATA 1900年1900年1月1日 - 1900年1月1日 24. T∉nure 23. Veterans Preference 25. Agency Use 26. Veterans Preference 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 0 - None 2 - Conditional 7 1/87 RIF YES 27. FEGLI 28. Annuitant Indicator 29. Pay Rate Determinant 30. Retirement Plan 31. Service Comp. Date 32. Work Schedule 33. Part Time Hours Per (Leave) Biweekly Pay Period POSITION DATA 35. FLSA Category 34. Position Occupied 36. Appropriation Code 37. Bargaining Unit Status 1 - Competitive Service 3 - SES General **13₩** B11BZZZMH9B 8854 38. Duty Station Code 39. Duty Station 11-0010-001 Washington, DC 40. Agency Data 41. 42. 44. 46. Year Degree Attained 47. Academic Discipline 45. Educational Level 49. Citizenship 51. Supervisory Status 48. Functional Class 50. Veterans Status 1 - USA 8 - Other PART C - Reviews and Approvals (Not to be used by requesting office.) 1. Office/Function Initials/Signature Office/Function Initials/Signature Date Date 2. Approval: I certify that the information entered on this form is accurate and that the Signature proposed action is in compliance with statutory and regulatory requirements. CONTINUED ON NEXT PAGE



NSN 7540-01-333-6239

Note to Superviso	ors: Do you know of ad If "YES", please state	iditional or conflicting reasons for the en e these facts on a separate sheet and at	ployee's resignation/retirement? YE	s No
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This is an 'official' document generated from the eOPF system.

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PRINCIPAL DEPUTY ASSOCIATE ADMINISTRATOR FOR THE OFFICE OF POLICY ES-340-00

INTRODUCTION

The Principal Deputy Associate Administrator (DAA) for the Office of Policy (OP), Office of the Administrator, serves as the principal advisor to the Associate Administrator, OP. The Principal DAA supports the Agency's mission by promoting innovation, conducting sound analysis, and creating business and community partnerships to achieve greater and more cost effective public health and environmental protection.

MAJOR DUTIES AND RESPONSIBILLITIES

- 1. Serves as the Principal Deputy Associate Administrator with responsibility for assisting the Associate Administrator in overseeing OP's policies, strategic framework, and priorities for innovation.
- 2. Serves as principal advisor to the Associate Administrator to identify new approaches to accomplish EPA's mission by working with other EPA offices and the Agency's stakeholders and customers, to ensure new approaches are effectively designed and piloted.
- 3. Promotes change and Agency wide integration of new practices that result in increased achievements in environmental protection.
- 4. Provides economic analyses to augment and support the Agency's understanding of the financial and societal impacts of environmental policies and regulations. Conducts economic research that leads to the development of analytical tools used by Federal, State and Local government.
- 5. Oversees collaboration with the Office of Management and Budget, the Small Business Administration, and EPA Program Managers through the Small Business Advocacy Chair, located in the Immediate Office, on proposed regulations likely to impose a significant economic impact on a substantial number of small entities.
- 6. Establishes liaison with other agencies, regional offices, and external organizations on innovative approaches to environmental protection. Maintains continuing communication and exchanges of ideas on innovation with policy and management staffs and other Federal Agencies, State and Local program management officials, Congressional staff, international organizations, and private sector groups.
- 7. Represents the Agency in meetings with officials of other Federal agencies, State and Local agencies, Congressional Staff, and other external stakeholders.
- 8. Assists in the development of EPA's Strategic Plan and tying innovative policies, concepts, and practices into the Agency's priorities and core work.
- 9. Exercises management responsibility over staff members, making assignments and determining duties and priorities. Evaluates employee performance, recommends incentives, initiates corrective actions, assuring safety, keeping employees informed at all times; counseling employees, etc.



- 10. Exercises continuing responsibility to effectively support the Equal Employment Opportunity Affirmative Action Plan and communicating this support to subordinates, taking positive actions which will motivate and give opportunity to all personnel.
- 11. Keeps abreast of policies, programs and procedures of the Agency and knowledgeable of program and organizational relationships. Prepares reports and studies which pertain to innovative policy approaches of unusual breadth and intensity, not normally within the purview of a specific program. Projects are generally far reaching in impact, unique and of special depth or intensity and require imaginative and unique approaches. Make recommendations to the Associate Administrator on possible courses of action.
- 12. Performs other duties as assigned.

SUPERVISORY CONTROLS

Receives broad general direction and policy guidance from the Associate Administrator for the Office of Policy. Within this framework, incumbent is allowed wide latitude in the exercise of initiative and judgment in performing assigned duties in a highly independent manner. Work is subject to review only for attainment of overall objectives and compliance with broad policies.

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PLS 356 SF450 REQUIRED SF450 REQUIRED Automated Standaru Form 52 U.S. Office of Versonnel Management FPM Supp. 296-33, Subch. 3 REOUEST FOR PERSONNE PART A - Requesting Office (Also complete Part B) Items 1, 7-22, 32, 33, 36 and 39.) 2. Request Number 1. Action Requested implain 00014505 OBCI-06-13 Accretion of Duties Promotion 3, For Additional Information Call (Name and Telephone Number) 4. Proposed Effective Date Melissa Jones 5564-0411 or Lutithia Barbee 566-0938 **ASAP** 5. Action Requested By (Typed Name, Title, Signature, and Request Date) 6. Action Authoxized By Typed Name, title, signature, and Concurrence Date 4-5-06 Chuck F. Kent, Director, OBCI Robert Bension, Division Director, SSD PART B - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1, Show all dates in month-day-year order.) 1. Name (Last, First, Middle) Shannon C. Kenny. FIRST ACTION 5-B-Nature of Action : ON 6-A, Code 5₁A. Code 702 6-B. Nature of Action Customer Service 5/7/XX D. Legal Authority 5-D, Legal Authority 6-C. Code Rea. 335-102 5-F. Legal Authority 5-E. Code 6-E. Code 6F, Legal Authority AUG 2 4 2006 7. TO: Position Title and Number 7. FROM: Position Title and Number 400 35311 Dye Date Environmental Protection Specialist Environmental Protection Specialist DDDHTI A66-109 9. Ove Code PA 02 03 PA GS 0028 15 GS 0028 14 \$107 14. Name and Location of Position's Organization U.S. Environmental Protection Agency 14. Name and Location of Position's Organization U.S. Environmental Protection Agency Office of the Administrator, Office of Policy, Economics & Innovation Office of the Administrator, Office of Policy, Economics & Innovation National Center for Environmental Innovation, Office of Business National Center for Environmental Innovation, Office of Business and Community Innovation, Sector Strategies Division and Community Innovation, Sector Strategies Division **ORG CODE 18073200** Washington, D.C. **ORG CODE 18073200** Washington, D.C. **EMPLOYEE DATA** 26. Veterans Preference for RIF 25. Agency Use 23. Veterans Preference 24. Tenure 2 - Conditional 3 - Indefinite 3 - 10-Point/Disability
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Washington, D.C. 38. Duty Station Code 11-0010-001 40. AGENCY DATA 43. 41. 1 Tム 51. SUPERVISORY STATUS 48.FUNCTIONAL CLASS 49. CITIZENSHIP 46.YR.DEGREE ATTAINED 47. Academic Discipline 45, EDUCATIONAL LEVEL 1-USA 8-OTHER PART C - Reviews and Approvals (Not to be used by requesting office.) Office/Function Initials/Signature Date 1. Office/Function Initials/Signature Date A-OPEI CONCUR: 🔀 5-06 Statt E. Spears Ju8(B.OES Chief of Staf <u>6</u>-28 C. Mruns Approval Date 2. Approval: I certify that the information entered on this form is accurate and that Signature the proposed action is in compliance with statutory and regulatory requirements. **CONTINUED ON REVERSE**

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responsi	responsibility is not routine or clerical in nature, but requires the consistent exercise of independent judgment.									
program	[M] A manager who directs the work of an organization; is accountable for the success of line or staff programs; monitors, evaluates, and adjusts program activities; and performs the full range of duties outlined in the General Schedule Supervisory Guide. May also include deputies who fully share responsibility for managing the organization or who serve as an alter ego to the manager.									
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Environmental Protection Specialist GS-028-15

Introduction:

This position is located in the Sector Strategies Division, Office of Business and Community Innovation (OBCI) within the Office of Policy, Economics and Innovation (OPEI). The Sector Strategies Division (SSD) develops and promotes sector-based approaches to environmental protection, primarily in industrial settings, through its own Sector Strategies Program. The incumbent reports to the Director of the Sector Strategies Division.

Series Definition:

The non-supervisory GS-15 Environmental Protection Specialist (EPS) in the Sector Strategies Division directly assists the Division Director in managing the development, implementation, and monitoring of environmental protection strategies for major industrial and service sectors of the U.S. economy. The incumbent in this position is a nationally recognized expert and a primary resource to management and staff within EPA and stakeholders outside the Agency who work with participating sectors in this program. In this capacity, the incumbent maintains expertise in sector characteristics, environmental impacts, regulatory standards and policy issues. environmental programs, and all other factors that affect the environmental performance of facilities in each sector. The incumbent provides strategic guidance, instruction, and coordination for the work of staff experts, and also provides information, recommendations, and direct support to Agency senior management, on a wide and diverse range of sector program activities. These activities include: analysis of proposals for new or revised regulations and policies that affect the environmental performance of sectors; determination of sector impacts on air, water and land resources; development of sector action strategies and programs for their implementation; development of non-regulatory strategies, tools, and programs to promote better environmental protection in targeted sectors through the use of environmental management systems (EMS) and other means; and development of strategies to measure and evaluate program impacts and overall trends in environmental performance of the sectors in the program.

Duties and Responsibilities:

The duties of the position typically are completed with maximum coordination with the Division Director and other OPEI senior managers, but with minimal day-to-day supervision, often under short deadlines and significant political pressure, without the benefit of established guidelines and precedents. The duties and responsibilities include the following tasks:

- (1) Serving as a nationally recognized expert in the field of sector-based environmental performance programs, able to apply state-of-the-art knowledge, tools, and techniques, including environmental management systems, alternative regulatory approaches, and innovative performance measurement techniques, to develop national policies and programs to improve the environmental performance of discrete industry sectors.
- (2) Providing technical expertise and policy and program recommendations to senior management and outside decision makers on controversial, precedent-setting issues involving major national economic sectors and all environmental regulatory programs. The incumbent evaluates divergent professional opinions relating to sector-based



- environmental policy issues and defines feasible options, including the consequences of their adoption, seeking original and creative solutions to complex problems.
- (3) Representing the Sector Strategies Program in meetings and dealings with Agency management, industry sector representatives, state and local agencies, and the public. This duty includes representing EPA senior policymakers in intra- and inter-agency working groups, negotiating Agency positions, and recommending policy options to decision-makers within EPA and among major external stakeholder groups. These interactions will reflect the incumbents's nationally recognized expertise in sector-based environmental policies.
- (4) Providing strategic direction to senior management in the application of statutes, regulations, and policies to assess issues that affect sector-specific environmental performance. The incumbent analyzes the costs and benefits of different regulatory and policy options, and then leads the development of program recommendations to Agency decision-makers in consideration of and reference to the political environment. These responsibilities involve complex analytical and evaluative functions and broad knowledge of the full range of EPA policies and programs.
- (5) Providing strategic direction for the design and implementation of individualized, sector-based strategic action plans to promote improved environmental performance within each participating sector so as to achieve Program and Agency mission goals as effectively as possible. The incumbent ensures that each participating industry sector in the program sector will achieve program goals in all environmental media, produce tangible products and measurable results, and be fully integrated with other Agency programs.
- (6) Leading program development and implementation of strategies to measure and evaluate the impacts of program activities and overall trends in environmental performance of the industrial and service sectors in the program, so as to better inform the public and also inform future policy and planning decisions of government. The incumbent draws upon her expertise on performance measurement approaches, including groundbreaking new approaches that she herself has helped develop, to influence EPA measurement policies and long-term strategies for effective performance measurement and data utilization.
- (7) Coordinating data gathering and analysis of national policy issues involving the industrial and service sector(s) in the Sector Strategies Program. The incumbent advises management and staff on research in support of national environmental policy decisions, ensuring review of all relevant information from a broad and diverse variety of sources. The incumbent ensures strong policy analysis to support program activities by utilizing her own expert knowledge and experience in the application of innovative policies, in full consideration of the political environment.
- (6) Ensuring that the Division's strategic plan, mission, vision, and values are communicated to and understood by management, staff, and outside stakeholders, and are integrated into sector-specific objectives, work plans, and work products and services.



- (7) Supporting the selection of new sectors to the program. The incumbent provides analysis of candidate sectors, uses her many internal and external contacts to build support for the selection of those sectors, presents selection options to senior management, and guides the start-up process for newly selected sectors. This duty requires broad and comprehensive knowledge of multiple industries, their environmental impacts and issues, and their regulatory issues in all environmental media.
- (8) Supporting the work of staff members who are national points-of-contact for one or more of the industrial and service sectors in the Sector Strategies Program. This role requires broad programmatic knowledge of factors that affect sector environmental performance, and involves expertise in analyzing sector-specific characteristics, trends, issues, regulatory requirements, and stakeholder perspectives. The incumbent serves as an expert resource to staff sector liaisons, providing strategic guidance to enable them to effectively address inquiries, issues, and project opportunities that arise with regard to environmental matters involving their sector(s).
- (9) Providing expert analysis and recommendations to support managements' preparation of annual budget projections, division-wide workplans, program resource allocations, and other operational and planning materials that are compatible with Division mandates and program commitments as well as the goals of OPEI.
- (10) Providing expert analysis and recommendations on alternative approaches to problems and issues that arise in the Sector Strategies Program. The incumbent draws upon experience with many different types of sectors and policy issues to advises management and staff on the selection and application of appropriate problem solving methods and techniques, including the identification of viable solutions.
- (11) Providing expert analysis and recommendations to the Division Director on program goals, priorities, project needs, operational alternatives, and substantive areas where improvements can be made. The incumbent utilizes her expertise in team building methods and techniques to accomplish program tasks or projects more effectively.
- (12) Meeting the information needs of management by reporting to the Division Director and other senior managers on the Sector Strategies Program's issues, projects, accomplishments, needs, and recommendations. Findings and recommendations are based on the incumbent's experience with sector-based programs and policy issues, while taking into account the analysis and perspectives of Division staff and others.
- (13) Performs other duties as assigned.



Environmental Protection Specialist GS-0028-15

Factor 1 KNOWLEDGE REQUIRED BY THE POSITION Level 1-9, 1850 pts.

Mastery of program principles, concepts, practices, methods, and techniques to apply new developments and theories to major problems not susceptible to treatment by accepted methods. Expert knowledge of Federal, Sate, and local laws and regulations, documentation and reporting requirements, and lawmaking or rulemaking processes sufficient to make decisions or recommendations significantly changing, interpreting, or expanding important agency/national policies and programs. Comprehensive knowledge of management practices and procedures to resolve problems of major significance to agency environmental programs. Mastery of a range of specialized areas is sufficient to originate concepts and effect new developments applicable emerging functions of national magnitude and with long-term purposes. Typically, this position is recognized as a national or international expert in a specialized area of environmental management.

Factor 2 SUPERVISORY CONTROLS Level 2-5, 650 pts.

The supervisor makes assignment sin terms of broadly defined missions or functions and provides only administrative and policy direction. As a recognized authority in a program or functional area, the environmental protection specialist has complete responsibility and authority to plan, design, schedule, and carry out major programs, projects, studies, or other work independently. The specialist typically exercises discretin and judgment in determining whether to broaden or narrow the scope of projects or studies.

Completed work is reviewed by management officials only for potential influence on broad agency policy and program goals, fulfillment or program objectives, or contribution to advancement of knowledge in the field, and is normally accepted without significant change. Recommendations for new projects or program objectives are usually evaluated for such considerations as availability of funds and other resources, broad program goals, or national priorities.

Factor 3 Guidelines

Level 3-5, 650 pts.

Guidelines consist of broadly stated/nonspecific policy statements, statutes, court decisions, etc., that require extensive interpretation. The environmental protection specialist uses judgment and discretion in determining the intent, and interpreting and revision existing policy and regulatory guidance for use by others within or outside the employment agency (e.g., technical experts, line managers, or contractors in other offices or agencies, State and local governments, or private industry). Some specialists review proposed legislation or regulations that would significantly change the basic character of agency programs or the way it conducts its business with other agencies or with the public or private industry. Other specialists develop major program guidance for use by others at subordinate echelons in the organization. At this level, the environmental



protection specialist is recognized as an authority in the development and/or interpretation of guidance on environmental planning and administration in one or more national programs or functional areas (e.g., underground storage tank management, municipal solid waste, chemical emergency preparedness).

Factor 4 COMPLEXITY

Level 4-6, 450 pts

Work is characterized by broad and intensive efforts involving several kinds of unprecedented problems, where the controlling theory and practices are largely undefined, or where the environmental methods and practices are in a state of development or are extensively affected by advances in technology.

Projects involve the full range of situations pertinent to the environmental program area of the position, requiring the development of new or refined methods and application of advanced technology. They may be of such scope and complexity that they require supportive, related projects. The environmental protection specialist's actions may alter or establish standard concepts, theories, objectives, or previously established practices or policies of national scope in the program area encompassed by the position, or may resolve previously unyielding problems.

Factor 5 SCOPE AND EFFECT

Level 5-6-450 pts ·

The purpose of the work is to plan, develop, and execute major environmental programs, projects, or activities for the agency which are usually of national scope and significance. Environmental Protection Specialists often serve as experts or consultants to top-level managers within the organization or to a broad consortium of experts and special interest groups who are seeking critical evaluations on problems that require long-range solutions.

Actions and recommendations affect broad agency policies, programs, and legislative proposals, or have an equivalent effect on other environmentally oriented agencies and organizations on a continuing basis.

Factors 6 and 7 PERSONAL CONTACTS & PURPOSE OF CONTACTS Level 3c 180 pts

The persons contacted include persons from outside the employing agency in a moderately unstructured setting. Typical of contracts at this level are those with persons in their capacities as contractors, inspectors, attorneys, company executives, community leaders, elected officials, or representatives of Federal or State regulatory agencies, professional organizations, the news media, or organized or ad hoc public action groups. This level may also include contacts with the head of the employing agency or program officials several managerial levels removed from the employee when such contacts occur on an ad-hoc basis.



The purpose of contacts is to influence, motivate, or persuade persons or groups who are typically skeptical, resistant, or uncooperative, and who must be approached skillfully to obtain the desired effect (e.g., negotiating compliance requirements or timetables; influencing or persuading agencies/companies to agree to use new or improved technologies about which there may be conflicting opinions; representing the office/agency, as a member of an institutional committee, on controversial licensing/permitting requests; working with Indian tribal leader, modify plans when conflicting values must be resolved or accommodated, challenging the results of surveys or inspections by regulatory agencies; justifying the feasibility and desirability of plans or proposals that significantly affect office and/or agency practices, such as corrective, action plans or funding requirements for environmental compliance and restoration projects.

Factor 8 PHYSICAL DEMANDS Level 8-1, 5 pts.

The work is primarily sedentary, although some physical effort may be required, e.g., walk, standing, carrying light items such as manuals or briefcases, or driving or traveling by motor vehicle.

Factor 9 WORK ENVIRONMENT Level 9-1, 5 pts.

The work environmental involves everyday risks or discomforts that require normal safety precautions typical of such places as offices, training rooms, and libraries. The work area is adequately lighted, heated, and ventilated. There may be occasional exposure to moderate risks or discomforts in storage areas or hazardous waste sites.

TOTAL POINTS - 4240

